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NATIONAL ASSOCIATION FOR LAW PLACEMENT

NALP

Class of 1983 Employment Report and Salary Survey

Tenth Edition

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NATIONAL ASSOCIATION FOR LAW PLACEMENT

NALP

Class of 1983 Employment Report and Salary Survey

Based on employment data submitted in Midwinter 1984 and analyzed by Martha Fay Africa, Chair of the NALP Research Committee, 1983-84.

Edited, produced, and distributed by the NALP Administrative Office.

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Acknowledgements and Future Plans

Each year production of the NALP Employment Report and Salary Survey requires more of the organization's resources, placement director's cooperation, and the Research Committee's administrative staff's time. Occasionally, we question the value of our efforts. But, in this, our tenth year, we pause to look back with pride on what has been jointly accomplished. The history of this report has been made by many dedicated NALP members, all of whom until recently were volunteers, spending many hours in the production of this report. As the profession, consumers, scholars, and media began to rely increasingly on the information contained in the report, the organization recognized its importance by designing a computer program to manage the data and by hiring a researcher, David M. White, Esq., to help analyze our voluminous data. Colleen C. Moore, NALP's Administrator, has also played an essential role in the production of the '82 and '83 reports.

So, while we reflect with pride on the advances made in the Report, we recognize the need to reach a better understanding of the employment prospects and experience of all ABA graduates. To this end, we have modified our reporting categories and analyzed the employment experience of racial and ethnic minorities in the same detail that majority experiences are examined. Next year, age will be added to our analysis so that we can better assess its impact upon employment. NALP is concerned about these factors because placement directors are asked to predict the likelihood of "success" in the profession, taking into account the prospective attorney's individual circumstances. Therefore, the best data possible is required to provide guidance to those who need it most--law students. We are also seeking to link our entry level data with that of other legal organizations conducting research on the post-entry level profession so we can describe to prospective students what options exist for them. These are ambitious goals.

Ten years ago NALP had a goal of producing an employment report that would give national shape to the combined experience of ABA-member schools. With this report we recognize our achievement of that goal and look forward to another decade of accomplishment.

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The National Association for Law Placement, Inc.,(NALP) is a nonprofit educational organization serving the interests of all professionals in law placement and recruitment. Since its establishment in 1971, NALP's membership has grown to 167 law schools and more than 500 legal employers.

NALP initiates research projects for the public and for the continuing professional education of its members. These reports include:

- a guide to law schools and their placement services
- a directory of information on salary, size, and partnership opportunities among 1000 individual law firms, corporations, and government agencies
- a reference book listing the job responsibilities for 150 different positions utilizing a law degree
- a bibliography of references for law placement and legal recruitment offices
- a judicial clerkship survey describing application requirements and availability
- a manual of recommended office forms, schedules, and letters used by legal recruitment administrators
- a videotape designed to prepare attorneys to interview on campus
- a survey of student reactions to commonly used recruiting practices
- a handbook on lawful and effective interviewing practices

The NALP Administrative Office distributes publications, coordinates volunteer activities, and keeps records of membership. For further information about NALP or to order publications, please contact:

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I. INTRODUCTION

Introduction

A. The Class of '83 and a Ten Year Retrospective

In 1980-81, there were 42,296 students who entered ABA-accredited law schools across the country; of these, 36,389 completed all requirements for the Juris Doctor degree for graduation with the class of 1983. In the year these graduates applied for law school, 111,373 Law School Admissions Tests (LSATs) were administered, so the pool of potential law students (even if those who took the test more than once are accounted for) was almost three times larger than those who actually went to law school. Even so, the level of interest in going to law school, as measured by the number of LSATs administered since 1977-78, has dropped. Indeed, 80% of the ABA-approved law schools have recently reported a decline in applications, and some report a drop of 20% or more.[1] So while the graduates of the class of 1983 entered a legal job market that was still adjusting to the phenomenal increase in lawyers since 1970, the demand for legal education is tapering, resulting in less job competition for later graduates. Nonetheless, it must be noted that even in an era of apparent declining interest in legal education, the class of 1983 was the largest ever to graduate.

The decade of 1973-83 also reflected massive change in the composition of the legal profession in terms of age, sex, and professional experience. As a result of the large increase in new lawyers, the profession's median age dropped to 40 in 1980, down from 45 or 46 in 1970.[2] Forty-two percent of the lawyers licensed to practice law in 1980 were admitted to practice since 1970.

In contrast to the previously male-nonethnic profession, many of the new lawyers were women and some were minorities. By 1980, the number of women attorneys had increased to 44,185 or by 350% since 1970. By 1983, 12% of all attorneys were women, and almost 36% of all graduates of the class of 1983 were women. Minorities were 8.3% of the 1983 graduating class. They are a statistically small part of the licensed lawyers in this country, since only around 6% (37,925 of 650,000) are minorities. Despite increases in women and minorities, the profession remains overwhelmingly white and male.

With the class of 1983, NALP analyzes employment by racial and ethnic group as well as by type of practice and region. We are committed to providing prospective lawyers with sound information about the current legal market. We conclude, based on our findings this year, that there are wide disparities in the job-getting experience of minorities by race, ethnicity, and sex. These disparities could not have been revealed if we continued to report in our two main former categories, male and female majorities vs. male and female minorities. Prospective law students should have access to such information so they can make an informed decision about the realities of the legal market place. Our data is not meant to dissuade those who seek a legal education, but rather to educate them.

In the first 10 years of this report, the profession's composition changed radically. Since it is a younger profession, there are more inexperienced attorneys practicing now than 10 to 15 years ago. The public's attitude has also changed about attorneys, and fewer report confidence in their attorneys now than they did a decade ago. According to a November 1983 Louis Harris Poll, only 12% expressed "a great deal of confidence" in law firms, down from 24% a decade ago.[3]

Ironically, part of the erosion in confidence may have come from the sheer number of attorneys - 650,000 in 1983 or 1 for every 363 Americans - and their product's impact on the GNP. The 1982 Census of Service Industries reported that the nation's 115,435 law offices with paid employees had receipts of $34 billion or double that reported in 1977.[4] The dollar volume of these receipts ranked California as the leader with $5 billion in receipts and New York second with $4.9 billion; these two states are where almost 1/4 of all lawyers are located.[5] Five locations (California, D.C., Chicago, New York, and Texas) account for $22 billion of the total law firm receipts. Not surprisingly, these are the states which also house the largest corporate law firms in the country. The public and the profession are beginning to recognize law to be a business, and a big one at that.

In 1974, the first year of this report, many of the nation's law students would have shunned reports of the legal "GNP" in favor of stories of successful low cost legal clinics and law collectives. There were more government and public sector jobs then and many law students, if they paid any attention at all to the private sector, sought law firms that encouraged pro bono work.[6] It is hard to say, and even those of us who have been in constant contact with students disagree, whether the students changed or the range of opportunities did. There is substantial evidence to suggest that both occurred.

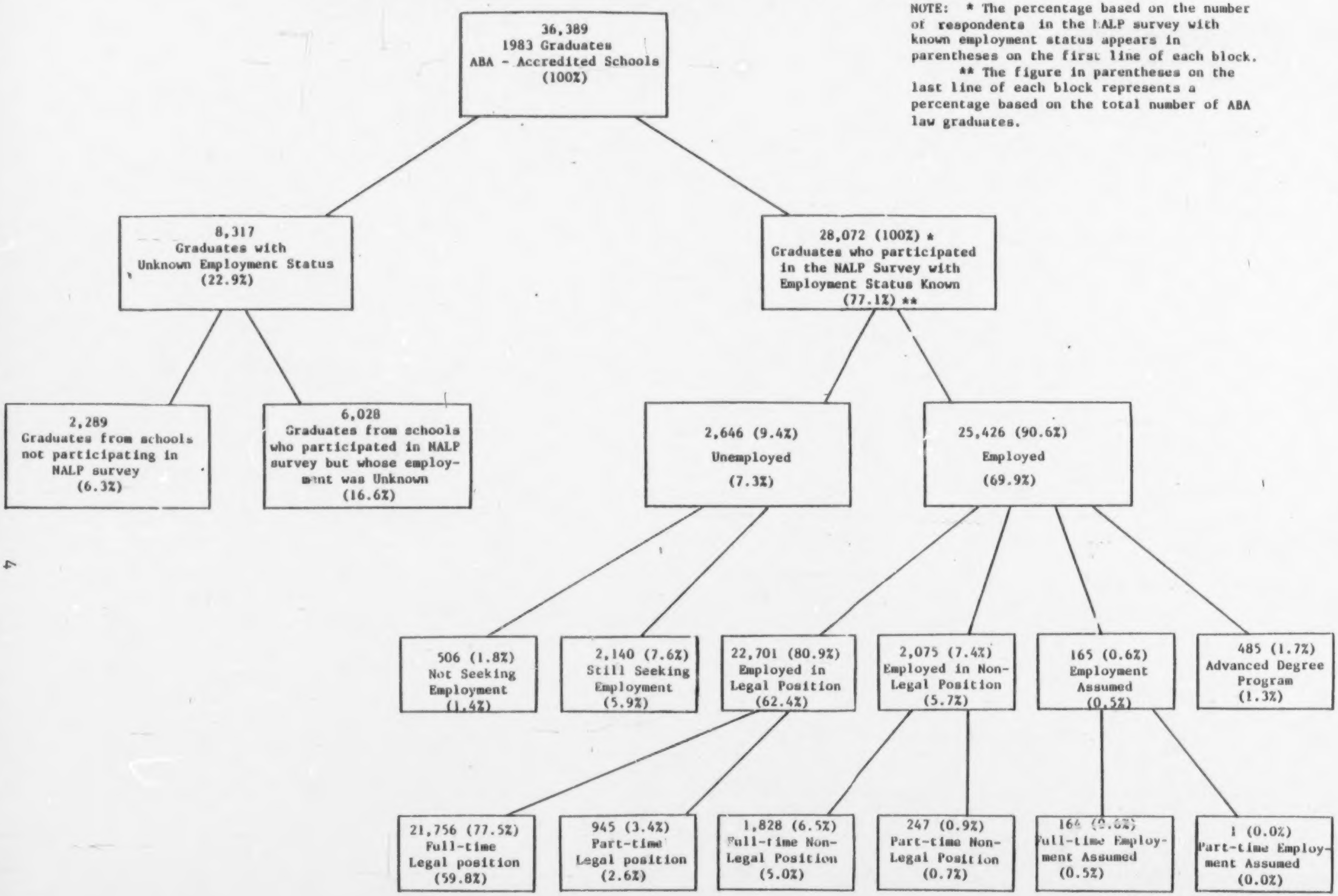
For instance, our data shows a five-year decline (1979-1983) in government and public sector opportunities. For the past several years, law firms have also reported reduced interest by students in pro bono work. Students who might have worked in government-public sector jobs (which were more plentiful during the 1970s) now seem to gravitate toward smaller firms that represent the needs of individuals rather than those of businesses. There have always been fewer government and public sector jobs than private sector ones, so the competition for these public-oriented jobs is keen.

Despite the glowing nature of a 90.6% employment rate among our respondents, jobs remain hard to get for the most part, even at some of the most well known schools in the country. Most students expend a great deal of effort to find their entry level job. They use contacts, placement offices, and one another; they write letters, go door-to-door, and they interview as much as they can. The private sector is surprisingly elastic, but prospective law students should be aware of what current students and graduates already know: it takes a lot of work to get that job.

CHART ONE

How Are Graduates Counted in the Class of 1983 Survey?

NOTE: * The percentage based on the number of respondents in the NALP survey with known employment status appears in parentheses on the first line of each block.
** The figure in parentheses on the last line of each block represents a percentage based on the total number of ABA law graduates.


36,389 1983 Graduates ABA - Accredited Schools (100%)
8,317 Graduates with Unknown Employment Status (22.9%)
28,072 (100%) * Graduates who participated in the NALP Survey with Employment Status Known (77.1%) **
2,289 Graduates from schools not participating in NALP survey (6.3%)
6,028 Graduates from schools who participated in NALP survey but whose employment was Unknown (16.6%)
2,646 (9.4%) Unemployed (7.3%)
25,426 (90.6%) Employed (69.9%)
506 (1.8%) Not Seeking Employment (1.4%)
2,140 (7.6%) Still Seeking Employment (5.9%)
22,701 (80.9%) Employed in Legal Position (62.4%)
2,075 (7.4%) Employed in Non-Legal Position (5.7%)
165 (0.6%) Employment Assumed (0.5%)
485 (1.7%) Advanced Degree Program (1.3%)
21,756 (77.5%) Full-time Legal position (59.8%)
945 (3.4%) Part-time Legal position (2.6%)
1,828 (6.5%) Full-time Non-Legal Position (5.0%)
247 (0.9%) Part-time Non-Legal Position (0.7%)
164 (0.6%) Full-time Employment Assumed (0.5%)
1 (0.0%) Part-time Employment Assumed (0.0%)

B. Methodology: How Is the Data Obtained to Produce This Report?

The 10th Annual National Association for Law Placement (NALP) Employment Report and Salary Survey was conducted in midwinter 1984. ABA-accredited law schools had graduated 36,389 students from the Class of 1983; of the 173 ABA-approved schools, 160 schools submitted data to NALP. Employment status information was provided for 28,072 graduates from the Class of 1983 or 77.1%, leaving 8,317 (22.9%) whose employment status was either not reported by a participating school or whose school did not participate in the NALP survey.

Those graduates whose employment status was known totaled 28,072. Out of this group, 25,426 were employed, while 2,646 (9.4%) were unemployed at the time of this survey.

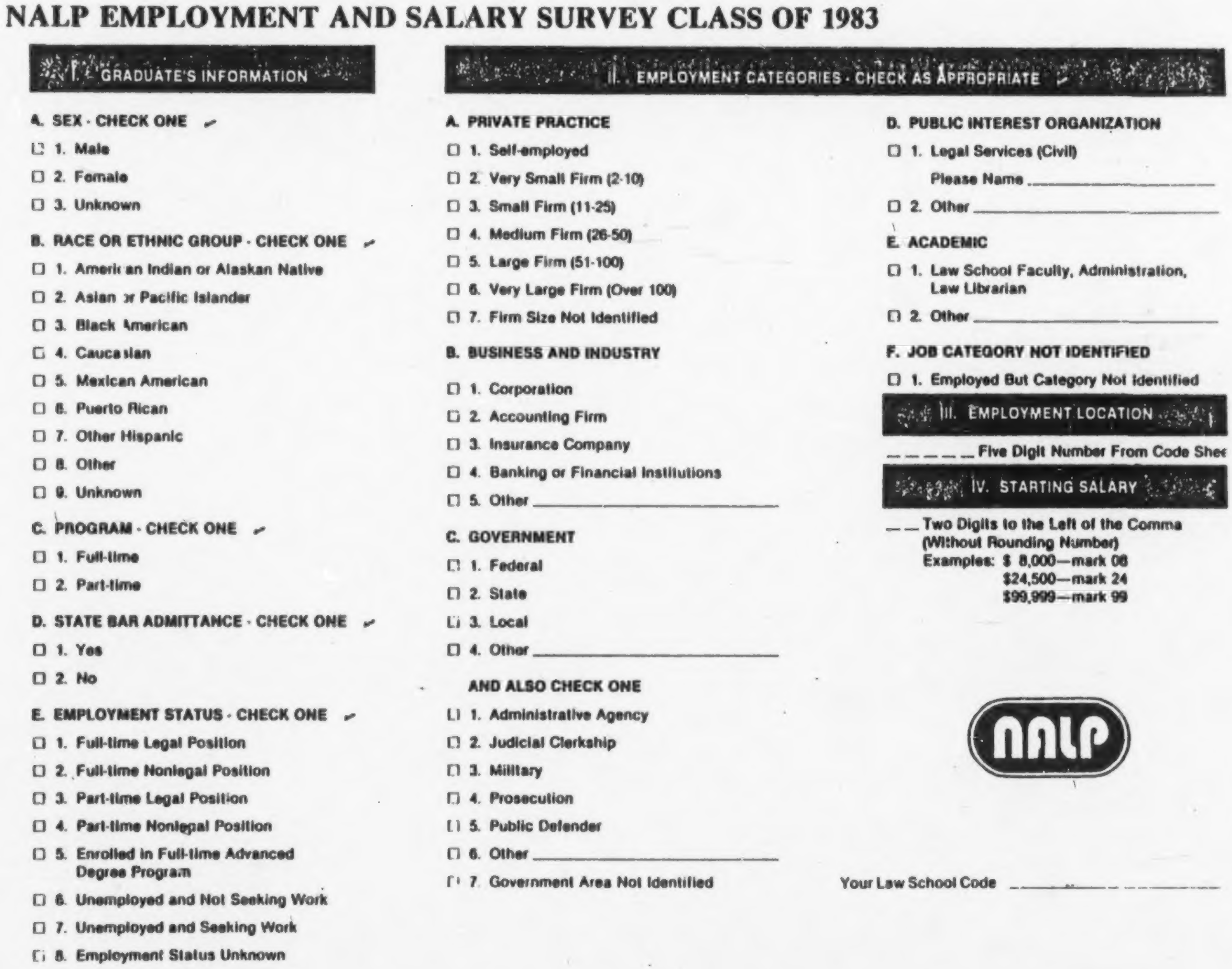
Female graduates whose employment status was known totaled 9,755. Minority graduates--defined as Black American, Mexican American, Puerto Rican, other Hispanic, American Indian, or Asian or Pacific Islander--whose employment status was known totaled 1,929. This figure represents 63% of the 3,048 minority graduates in the Class of 1983. The reader is referred to Chart One, "How Are Graduates Counted in the Class of 1983 Survey?" for a breakdown of all the major participation categories.

For the past 10 years, the NALP Employment Report has sought to present, rather than to interpret, the data provided by law schools and their graduates. This year, our approach is modified to include interpretation, analysis in light of available information, and occasional speculation and projection. Wherever possible, sources are documented. On some issues, agreement about the meaning and importance of trends is difficult to reach. Those instances are noted with the hope that, in such instances, meaningful dialogue and possibly even future research will give substance to speculation and interpretation. The data from the past 10 years has enabled us to understand much about ABA graduates and their entry level employment experience, and we now bring that decade of analysis to bear on this year's data.

Placement directors at all ABA-accredited law schools are sent survey forms for each of their graduates in early December of each year. They are asked to gather employment and salary information at this time of year on graduates from the prior academic year. This delay in surveying the graduates gives them time to take and receive results from a bar exam and to conduct a job search based on those results. Graduates who have taken a summer bar exam receive results by mid-December, at the latest, and, in many states, can be sworn in almost immediately. Some graduates delay their job search until they receive bar results, but the majority have either begun their search, or have a job, by this time.

Most placement directors survey their graduates at a number of intervals during their third year of law school and in the six months following graduation. Many gather information in addition to that requested by NALP. Except for the NALP Survey Form on page 6, there

1983 SURVEY FORM



NALP EMPLOYMENT AND SALARY SURVEY CLASS OF 1983

I. GRADUATE'S INFORMATION

A. SEX - CHECK ONE
- ☐ 1. Male
- ☐ 2. Female
- ☐ 3. Unknown

B. RACE OR ETHNIC GROUP - CHECK ONE
- ☐ 1. American Indian or Alaskan Native
- ☐ 2. Asian or Pacific Islander
- ☐ 3. Black American
- ☐ 4. Caucasian
- ☐ 5. Mexican American
- ☐ 6. Puerto Rican
- ☐ 7. Other Hispanic
- ☐ 8. Other
- ☐ 9. Unknown

C. PROGRAM - CHECK ONE
- ☐ 1. Full-time
- ☐ 2. Part-time

D. STATE BAR ADMITTANCE - CHECK ONE
- ☐ 1. Yes
- ☐ 2. No

E. EMPLOYMENT STATUS - CHECK ONE
- ☐ 1. Full-time Legal Position
- ☐ 2. Full-time Nonlegal Position
- ☐ 3. Part-time Legal Position
- ☐ 4. Part-time Nonlegal Position
- ☐ 5. Enrolled in Full-time Advanced Degree Program
- ☐ 6. Unemployed and Not Seeking Work
- ☐ 7. Unemployed and Seeking Work
- ☐ 8. Employment Status Unknown

II. EMPLOYMENT CATEGORIES - CHECK AS APPROPRIATE

A. PRIVATE PRACTICE
- ☐ 1. Self-employed
- ☐ 2. Very Small Firm (2-10)
- ☐ 3. Small Firm (11-25)
- ☐ 4. Medium Firm (26-50)
- ☐ 5. Large Firm (51-100)
- ☐ 6. Very Large Firm (Over 100)
- ☐ 7. Firm Size Not Identified

B. BUSINESS AND INDUSTRY
- ☐ 1. Corporation
- ☐ 2. Accounting Firm
- ☐ 3. Insurance Company
- ☐ 4. Banking or Financial Institutions
- ☐ 5. Other ____________________

C. GOVERNMENT
- ☐ 1. Federal
- ☐ 2. State
- ☐ 3. Local
- ☐ 4. Other ____________________

AND ALSO CHECK ONE
- ☐ 1. Administrative Agency
- ☐ 2. Judicial Clerkship
- ☐ 3. Military
- ☐ 4. Prosecution
- ☐ 5. Public Defender
- ☐ 6. Other ____________________
- ☐ 7. Government Area Not Identified

D. PUBLIC INTEREST ORGANIZATION
- ☐ 1. Legal Services (Civil)
  Please Name ____________________
- ☐ 2. Other ____________________

E. ACADEMIC
- ☐ 1. Law School Faculty, Administration, Law Librarian
- ☐ 2. Other ____________________

F. JOB CATEGORY NOT IDENTIFIED
- ☐ 1. Employed But Category Not Identified

III. EMPLOYMENT LOCATION

_ _ _ _ _ Five Digit Number From Code Shee

IV. STARTING SALARY

_ _ Two Digits to the Left of the Comma (Without Rounding Number)
Examples: $ 8,000—mark 08
$24,500—mark 24
$99,999—mark 99

nalp

Your Law School Code ____________________

Note: The instructions which accompanied the survey form are located in the appendix of this Report.

is little uniformity in data gathering procedures or timing utilized by most placement directors.

The surveys are then gathered by NALP's Administrative Staff in mid-February to mid-March; there is a month's slide as some schools are unable to comply with the deadline each year. NALP's goal is to get data on as many graduates from as many schools as possible rather than receiving data by a uniform interval. The survey forms are then tabulated by the computer lab at the University of New Orleans in New Orleans, LA. Individual school reports are produced for each school, and national compilations examining the graduate's sex, race, job categories, employment location, and range of starting salaries are generated from the individual school reports. Both individual school reports and national compilations are utilized by the Research Chair and the Research Associate in the writing of this report.

It should be noted that the survey format is not static and that, as we learn more about the information we presently have, new research ideas develop. Therefore, in 1982 we sought information on part-time employment and saw the quality of this data improve in 1983. In 1983 we began to examine employment status by ethnicity and race and in 1984 we will add age at graduation to our informational base. These augmentations are not only costly in terms of money expended on computer programming and data analysis; they also require a tremendous time contribution from the participating placement directors. While we hope to achieve a "final" format for our survey instrument, the desire to learn more about our population induces us to change it periodically. Always, in making these changes, our goal remains the same: to achieve consistency within the yearly data bases for comparisons of employment trends between years.

C. Definitions

For the 1983 Report, the following definitions have been applied uniformly throughout the nation by placement directors and respondents.

Academic - Graduate working as a law professor, law librarian, or administrator or faculty member in higher education.

Class of 1983 - Graduates of ABA-accredited law schools who received degrees from August 1, 1982, to July 31, 1983.

Government - Graduates employed on a federal, state, local or other level. As the same categories of employment can exist at any of these levels, placement directors first indicate the employment level and then the category. The government categories are:

Administrative Agencies - Graduates employed by government agencies, congressional committees, and White House Fellowships. Includes such positions as civilian legal advisers to any branch of the military, court administrators, or legislative assistants. Can be on a local, state, or federal level.

Judicial Clerkships - A one or two year appointment in which a graduate apprentices to a judge. Can be on a local, state, or federal level.

Military - Includes the Judge Advocate's General Corps as well as fulfillment of prior obligation. Does not include work within civilian military offices. Can be on a state or federal level.

Prosecution - Representing local, state, or federal government in the institution and carrying on of legal proceedings, especially in a criminal court.

Public Defender - On a local, state, or federal level. Representing the accused, principally in criminal or negligence matters.

Other - Employed in a category which does not conform with those above.

Legal - Graduate known to be employed in a legal position.

Minority - Defined as Black American, Mexican American, Puerto Rican, other Hispanic, American Indian, or Asian or Pacific Islander.

Nonlegal - Graduates employed in positions in management, consulting, policy analysis, speech writing, legislative drafting, or similar areas in business and government; all who reported employment that is not specifically legal are reported here.

Public Interest Organizations - The categories are:

Legal Services - Graduates reporting employment practicing civil law (as opposed to criminal which is covered under "Government" category employment) with the Legal Services Corporation, as Reggie Fellows, or serving as attorneys providing legal services on the basis of financial need.

Other - Tax-exempt client service organizations or law firms dependent on fees or directed at "traditional" clients. Includes trade and professional associations, environmental, consumer protection, and civil rights groups.

Regions - For the report's first 9 years there were five regions which were defined as follows:

Midwest Region - Ohio, Indiana, Illinois, Missouri, Kansas, Nebraska, Iowa, North Dakota, South Dakota, Michigan, Minnesota, Wisconsin.

Northeast Region - Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island, New York, New Jersey, Pennsylvania, Delaware, Maryland, District of Columbia.

Southeast Region - Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia.

Southwest/Rocky Mountain Region - Arizona, New Mexico, Utah, Colorado, Wyoming, Idaho, Oklahoma, Texas.

West Region - Alaska, Hawaii, California, Nevada, Washington, Oregon, Montana.

These regional categories are utilized in the 1983 report as well as those of the U.S. Census Bureau, listed below, which will be used in subsequent reports. This change was adopted in order to make our regional reporting categories consistent with the government's. New regional breakdowns are as follows:

East North Central Region - Illinois, Indiana, Michigan, Ohio, Wisconsin.

East South Central Region - Alabama, Kentucky, Mississippi, Tennessee.

Foreign, Miscellaneous Region - Foreign nations and territories such as Puerto Rico, Guam, and the Virgin Islands. This region also includes the graduates whose employment location was unknown.

Middle Atlantic Region - New Jersey, New York, Pennsylvania.

Mountain Region - Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming.

New England Region - Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.

Pacific Region - Alaska, California, Hawaii, Oregon, Washington.

South Atlantic Region - Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia.

West North Central Region - Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota.

West South Central Region - Arkansas, Louisiana, Oklahoma, Texas.

D. Representativeness of the NALP Survey

A record 160, or 92% of the 173 ABA-accredited law schools, participated in NALP's 1983 survey. While this is the highest level of participation in the report's history, it does not render the report any more representative than in past years because, over time, NALP respondents have been consistently similar in distribution by sex, race, and region to the entire population of graduates from ABA-accredited law schools.

TABLE ONE
Representativeness of the NALP Survey

SEX AND MINORITY STATUS

Graduates from ABA-accredited schools			Graduates Responding to NALP Survey with Known Employment Status and Known Race and Sex		
Total	36,389		Total	27,120*	
Men	23,329	(64.1%)	Men	17,365	(64.0%)
Women	13,060	(35.9%)	Women	9,755	(36.0%)
Minority	3,048	(8.3%)	Minority	1,929	(7.1%)

*952 respondents did not provide race or sex identifiers. These are not counted in this total nor in the percentages.

LAW SCHOOL LOCATION

	ABA-accredited law schools*		Schools responding to NALP survey	
New England	13	(8%)	13	(8%)
Middle Atlantic	23	(13%)	23	(14%)
East North Central	29	(17%)	28	(18%)
West North Central	15	(9%)	13	(8%)
South Atlantic	29	(18%)	27	(17%)
East South Central	10	(6%)	10	(6%)
West South Central	18	(11%)	16	(10%)
Mountain	10	(6%)	9	(6%)
Pacific	23	(13%)	21	(13%)
TOTAL	170		160	

*Three ABA-accredited law schools located in Puerto Rico and one U.S. Army Judge Advocate General school are not included in the NALP survey and thus are not represented in this table.

Table One shows that of the law graduates of ABA-accredited law schools, 64.1% were male. In the NALP survey, 61.9% of the respondents with known employment status, sex, and race were male. There were 35.9% of the ABA-graduates who were female, and 34.7% of the NALP respondents with known race, sex, and employment status were female. Of the graduates from ABA-accredited law schools, 8.3 percent were classified as minority, and in the NALP survey, 6.9% of the respondents with known race, sex, and employment status were classified as minority.

The schools responding to the NALP survey also reflected the regional distribution of ABA-accredited law schools. Schools responding to the NALP Survey corresponded exactly with the number of ABA-accredited law schools in the following regions: New England, Middle Atlantic and East South Central. The other regions differed by one to two fewer law schools responding in the NALP Survey.

TABLE TWO
Ten-Year-Profile of ABA Graduates Reported in NALP Survey

Year	Total Number of ABA-Approved Law School Graduates	Annual Percentage Change in Number of Graduates	Total Graduates Reported in NALP Survey From Participating Schools	% of Total ABA Graduates Reported in NALP Survey's Participating Schools	% of ABA Graduates With Known Employment Status
1974	28,729	*	16,648	57.9%	46.1%
1975	29,961	+4.3%	21,454	71.6%	54.6%
1976	32,597	+8.8%	24,667	75.7%	59.9%
1977	33,640	+3.2%	27,489	81.7%	65.4%
1978	33,317	-0.9%	29,857	88.7%	72.1%
1979	34,590	+3.8%	29,075	84.1%	69.5%
1980	35,059	+1.4%	30,635	87.4%	72.6%
1981	35,598	+1.5%	28,476	80.0%	65.6%
1982	34,846	-2.1%	30,883	88.6%	75.8%
1983	36,389	+4.4%	34,100	93.7%	77.1%

* 1974 was used as the base year; therefore percentage increase to 1974 was not computed.

As Table Two shows, an average of 66% of the total ABA graduates has been counted as respondents to the NALP survey since 1974. Since more graduates are reported in the NALP survey in some years than in others, we compare percentages instead of total amounts. Also, the total number of graduates fluctuates from year to year. For example, in 1982, the decrease in the total number of ABA graduates was accompanied by an increase in the number of NALP respondents. The increase in responses results from an increase in the number of schools participating in the survey. In 1982, for instance, 155 schools participated in the NALP survey, compared with 134 in 1981; in 1983 there were 160 participating schools. Thus, comparisons in survey data from various years can be made meaningful only on the basis of percentages, rather than on the basis of the absolute number of graduates or respondents.

Since the Employment Report was first conducted in 1974, the ABA population of graduates for whom the employment status is unknown has decreased from 53.9% to 22.9%. Although our unknown population has dwindled, we are still anxious to learn about the reliability of all our employment data. As a result of this concern, NALP conducted a validity study on its 1983 Employment Report. This was done to determine if the data gathered for the 1983 Employment Report and Salary Survey is both accurate and representative of the experience of the entire ABA '83 graduate population. Thus, a scrupulously designed, scientifically conducted study was undertaken by Research Committee member Laurie Albright of Stanford Law School. In the validity study, Ms. Albright compared the results of her independent research with that collected through our regular data collection process which is described in Part B, Methodology. The validity study corroborated the representativeness and the validity of the information contained in this 1983 report.

Briefly, the validity study examined a subset of the total ABA population by surveying a group of 365 randomly selected graduates from 20 randomly selected ABA-approved law schools. Of those surveyed, over 87%, or 319 graduates responded. When the data from these independently gathered responses was compared with the data from the 28,072 graduates in the total NALP respondent population (representing 160 law schools), Ms. Albright found consonance in the employment experience of the two populations. Similar percentile data was found in the Employment Status Categories (which measures such items as full-and part-time legal and non-legal employment) and in the Employment Categories (which measures how a graduate is employed - for example, private practice vs. government). In fact, the differences found between the validity study data and the annual employment report data were statistically insignificant, thus confirming that the 1983 Employment Report is statistically valid. (A summary of the validity study is in the appendix of this Report. The full validity study is available from the NALP Administrative Office.)

Examination of categories in Table Two and Chart Two provide insight into changes that have taken place since the NALP Employment Report and Salary Survey began ten years ago. In 1983, there were 7,660 more graduates available for employment than in 1974 and many more responded to the later survey. More is known about the employment status of ABA graduates in 1983 than was known in 1974: 46.1% (13,250) were tallied that year with known employment status and 77.1% (28,072) were accounted for in 1983. A little over half of the ABA-accredited law schools (53.5%) participated in the 1974 Survey, whereas 92.5% participated in 1983. Growth in the Survey's population base signifies an acceptance of the Survey by the law schools as well as a recognition of the need to understand more about the entry employment picture.

CHART TWO

Ten-Year-Profile of NALP Employment Survey

	1974			1975			1976			1977			1978		
	Number	% of ABA Grads	% of NALP Resp	Number	% of ABA Grads	% of NALP Resp	Number	% of ABA Grads	% of NALP Resp	Number	% of ABA Grads	% of NALP Resp	Number	% of ABA Grads	% of NALP Resp
TOTAL ABA Graduates	28,729	100.0	-	29,961	100.0	-	32,597	100.0	-	33,640	100.0	-	33,317	100.0	-
TOTAL NALP Respondents with Employment Status Known	13,250	46.1	100.0	16,361	54.6	100.0	19,524	59.9	100.0	22,010	65.4	100.0	24,032	72.1	100.0
Employed	11,679	40.7	88.1	14,958	49.9	91.4	16,919	51.9	86.7	19,368	57.6	88.0	21,369	64.1	88.9
Unemployed	1,571	5.5	11.9	1,403	4.7	8.6	2,381	7.3	12.2	2,402	7.1	10.9	2,413	7.2	10.0
Not Seeking Employment	*			*			224	0.7	1.1	240	0.7	1.1	251	0.8	1.0
ABA Graduates with Unknown Employment Status	15,479	53.9	-	13,600	45.4	-	13,073	40.1	-	11,630	34.6	-	9,285	27.9	-
Number of ABA Schools Reporting	83/157	52.8	-	112/163	68.7	-	123/163	75.4	-	138/163	84.7	-	150/167	89.8	-

	1979			1980			1981			1982			1983		
	Number	% of ABA Grads	% of NALP Resp	Number	% of ABA Grads	% of NALP Resp	Number	% of ABA Grads	% of NALP Resp	Number	% of ABA Grads	% of NALP Resp	Number	% of ABA Grads	% of NALP Resp.
TOTAL ABA Graduates	34,590	100.0	-	35,059	100.0	-	35,598	100.0	-	34,846	100.0	-	36,389	100.0	-
TOTAL NALP Respondents with Employment Status Known	24,044	69.5	100.0	25,446	72.6	100.0	23,352	65.6	100.0	26,402	75.8	100.0	28,072	77.1	100.0
Employed	21,633	62.5	90.0	22,942	65.5	90.2	20,589	57.8	88.2	23,196	66.6	87.9	25,426	69.9	90.6
Unemployed	2,185	6.3	9.1	2,244	6.4	8.8	2,556	7.2	10.9	2,986	8.6	11.3	2,140	5.9	7.6
Not Seeking Employment	226	0.7	0.9	250	0.7	1.0	203	0.6	0.9	220	0.6	0.8	506	1.4	1.8
ABA Graduates with Unknown Employment Status	10,546	30.5	-	9,618	27.4	-	12,246	34.4	-	8,444	24.2	-	8,317	22.9	-
Number of ABA Schools Reporting	139/169	82.2	-	145/171	84.8	-	136/172	77.9	-	155/172	90.1	-	160/173	92.5	-

Note: The average employment rate over the 10-year-period of the survey is 89%. The "*" denotes that tabulations in this category were placed in the "Unemployed" row in 1974 and 1975.

The ABA percentage represents the number of participants in the NALP survey based on the total number of ABA graduates. The NALP percentage is based on the number of participants in the NALP survey with known employment status.

TABLE THREE

1983 Profile of NALP Employment Survey

	Number	1983 % of ABA Graduates	1983 % of NALP Respondents
A. Total ABA Graduates	36,389	100.0	
B. Total NALP Respondents	34,100	93.7	
C. Respondents - Status Known	28,072	77.1	100.0
1. Employed	25,426	69.9	90.6
2. Unemployed	2,140	5.9	7.6
3. Not Seeking Employment	506	1.4	1.8
NALP Respondents - Status Unknown	6,028	16.6	
ABA Graduates - Nonparticipating Schools	2,289	6.3	
NUMBER SCHOOLS REPORTING	160/173	92.5	

Note: The same profile over a ten-year-period can be found in Chart Two.

TABLE FOUR
Ethnicity of the ABA Class of 1983

TOTAL ABA GRADUATES FOR THE CLASS OF 1983: 36,389

TOTAL MALES: 23,329
TOTAL FEMALES: 13,060
TOTAL MALE & FEMALE MINORITIES: 3,048

ETHNIC GROUPS	MALE	FEMALE
Black Americans 1,563	830	733
Asian/Pacific Islanders 533	325	208
Mexican Americans 414	291	123
Puerto Ricans 122	81	41
Other Hispanics 297	196	101
American Indians 119	80	39
TOTAL 3,048	1,803	1,245

Note: These statistics are from 169 schools who responded to a survey by the ABA Section of Legal Education and Admissions to the Bar. The three schools located in Puerto Rico and The Judge Advocate General's School are not included.

E. Law Schools Providing Data for Class of 1983 By Sex and Race

The total graduates column may not equal the sum of the other four columns due to unknown sex or race. "NP" indicates those schools who did not provide sex or race.

	Total	Non-Minority		Minority	
NEW ENGLAND	Grads	Men	Women	Men	Women
CONNECTICUT					
University of Bridgeport School of Law	112	79	31	1	1
University of Connecticut School of Law	184	90	80	10	4
Yale Law School	176	103	50	16	7
MAINE					
University of Maine School of Law	64	38	26	0	0
MASSACHUSETTS					
Boston College Law School	259	123	85	28	23
Boston University School of Law	372	222	132	10	8
Harvard Law School	535	350	121	36	28
New England School of Law	326	197	122	5	2
Northeastern University School of Law	138	57	61	10	10
Suffolk University Law School	495	283	197	6	9
Western New England School of Law	291	188	103	NP	NP
NEW HAMPSHIRE					
Franklin Pierce Law Center	120	78	41	0	1
VERMONT					
Vermont Law School	120	77	42	0	1

MIDDLE ATLANTIC	Total Grads	Non-Minority Men	Non-Minority Women	Minority Men	Minority Women
NEW JERSEY					
Rutgers University School of Law, Camden	186	93	66	14	13
Rutgers University School of Law, Newark	203	81	77	22	22
Seton Hall University School of Law	342	160	102	52	28
NEW YORK					
Albany Law School of Union University	194	114	75	3	2
Benjamin Cardozo School of Law of Yeshiva University	280	134	141	2	1
Brooklyn Law School	388	195	166	16	11
Columbia Law School	285	156	80	25	24
Cornell University Law School	178	111	55	8	4
Fordham University School of Law	331	186	119	16	10
Hofstra University Law School	248	133	96	7	12
New York Law School	325	177	120	20	18
New York University School of Law	348	155	128	25	40
Pace University School of Law	218	116	91	4	7
St. John's University School of Law	348	215	121	8	4
State University of New York at Buffalo	287	164	107	13	13
Syracuse University College of Law	224	65	38	1	1
Touro College School of Law	91	65	25	1	0

	Total	Non-Minority		Minority	
PENNSYLVANIA	Grads	Men	Women	Men	Women
Dickinson School of Law	166	104	56	5	1
Duquesne University School of Law	190	117	62	3	8
University of Pennsylvania Law School	223	133	68	12	10
University of Pittsburgh School of Law	238	139	88	6	5
Temple University School of Law	346	170	123	22	31
Villanova University School of Law	198	112	69	7	10
EAST NORTH CENTRAL					
ILLINOIS					
University of Chicago Law School	163	104	46	6	7
Chicago-Kent College of Law of Illinois Institute of Technology	269	160	95	11	3
DePaul University College of Law	321	199	100	12	10
University of Illinois College of Law	169	121	41	6	1
Loyola University of Chicago School of Law	157	71	75	4	7
John Marshall Law School	394	256	85	43	10
Northern Illinois University College of Law	79	55	18	2	0
Northwestern University School of Law	169	86	65	7	11
Southern Illinois University School of Law	75	51	24	0	0

	Total Grads	Non-Minority Men	Non-Minority Women	Minority Men	Minority Women
INDIANA					
Indiana University School of Law, Bloomington	165	96	47	14	8
Indiana University School of Law, Indianapolis	219	NP	NP	NP	NP
Notre Dame Law School	165	108	47	6	4
Valparaiso University School of Law	118	73	41	2	2
MICHIGAN					
Detroit College of Law	239	165	65	6	3
University of Detroit School of Law	153	76	61	8	7
University of Michigan Law School	373	226	90	41	16
Wayne State University Law School	260	147	85	14	14
OHIO					
University of Akron School of Law	187	127	53	5	2
Capital University Law School	197	139	51	4	3
Case Western Reserve University School of Law	231	144	73	7	7
University of Cincinnati College of Law	117	63	43	6	5
Cleveland-Marshall College of Law of Cleveland State University	285	169	94	9	13
University of Dayton School of Law	139	96	38	2	1
Ohio Northern University - Claude W. Pettit College of Law	175	127	37	10	1
Ohio State University College of Law	207	134	66	4	4
University of Toledo College of Law	220	160	52	6	2

	Total	Non-Minority		Minority	
WISCONSIN	Grads	Men	Women	Men	Women
Marquette University Law School	155	91	59	3	2
University of Wisconsin Law School	273	143	113	10	7
WEST NORTH CENTRAL					
IOWA					
Drake University Law School	158	46	19	2	0
University of Iowa College of Law	196	77	45	5	5
KANSAS					
Kansas University School of Law	174	112	48	10	4
Washburn University School of Law	175	130	40	1	4
MINNESOTA					
Hamline University School of Law	180	116	60	3	1
University of Minnesota Law School	227	128	83	12	4
William Mitchell College of Law	272	175	95	1	1
MISSOURI					
University of Missouri - Columbia School of Law	149	101	44	3	1
St. Louis University School of Law	203	119	73	8	3
Washington University School of Law	213	122	87	1	3
NEBRASKA					
Creighton University School of Law	173	108	55	5	5
University of Nebraska College of Law	168	113	49	3	1
NORTH DAKOTA					
University of North Dakota School of Law	91	63	27	1	0

SOUTH ATLANTIC	Total Grads	Non-Minority		Minority	
		Men	Women	Men	Women
DELAWARE					
Delaware Law School of Widener University	207	163	41	1	1
DISTRICT OF COLUMBIA					
Washington College of Law of American University	304	152	130	14	8
Catholic University of America, Columbus School of Law	231	108	89	14	10
George Washington University National Law Center	426	222	142	29	30
Georgetown University Law Center	571	282	188	48	53
Howard University School of Law	178	11	7	89	70
FLORIDA					
Florida State University College of Law	201	127	62	9	3
University of Florida College of Law	442	278	123	29	12
Nova University Center for the Study of Law	214	122	69	16	7
Stetson University College of Law	113	55	47	7	4
University of Miami School of Law	326	274	99	28	20
GEORGIA					
Emory University School of Law	220	145	71	1	3
University of Georgia School of Law	209	133	64	2	10
Mercer University Law School	120	78	31	7	4
MARYLAND					
University of Maryland School of Law	239	119	92	13	15

	Total	Non-Minority		Minority	
	Grads	Men	Women	Men	Women
NORTH CAROLINA					
Campbell University School of Law	88	63	24	0	1
Duke University School of Law	181	115	54	6	5
North Carolina Central University	51	18	11	15	7
University of North Carolina School of Law	218	132	66	9	11
Wake Forest University School of Law	160	118	36	4	2
SOUTH CAROLINA					
University of South Carolina School of Law	233	159	62	5	7
VIRGINIA					
College of William and Mary - Marshall-Wythe School of Law	171	109	55	6	1
George Mason University School of Law	136	74	34	21	7
University of Richmond - The T.C. Williams School of Law	142	83	56	1	2
University of Virginia Law School	361	242	109	6	3
Washington & Lee University School of Law	123	85	33	2	3
WEST VIRGINIA					
West Virginia University College of Law	151	83	57	4	7

	Total	Non-Minority		Minority	
EAST SOUTH CENTRAL	Grads	Men	Women	Men	Women
ALABAMA					
University of Alabama School of Law	165	115	48	1	1
Cumberland School of Law of Samford University	231	172	55	3	1
KENTUCKY					
University of Kentucky College of Law	144	95	47	0	2
University of Louisville School of Law	168	107	55	1	2
Salmon P. Chase College of Law of Northern Kentucky University	115	85	28	1	1
MISSISSIPPI					
Mississippi College School of Law	32	20	10	2	0
University of Mississippi Law Center	142	104	31	6	1
TENNESSEE					
Memphis State University Law School	164	112	44	4	4
University of Tennessee College of Law	191	124	64	1	2
Vanderbilt University School of Law	169	113	51	2	3

WEST SOUTH CENTRAL	Total Grads	Non-Minority		Minority	
		Men	Women	Men	Women
ARKANSAS					
University of Arkansas School of Law - Fayetteville	148	119	25	3	1
University of Arkansas School of Law - Little Rock	97	63	30	2	2
LOUISIANA					
Louisiana State University	222	166	52	1	3
Loyola University School of Law New Orleans	179	96	74	8	1
Southern University School of Law	71	12	5	35	19
Tulane University Law School	245	151	73	7	6
OKLAHOMA					
University of Oklahoma College of Law	152	79	65	7	1
University of Tulsa College of Law	163	111	52	2	1
Oklahoma City University Law School	129	90	32	5	2
Oral Roberts University O.W. Coburn Law School	25	18	5	1	1
TEXAS					
University of Houston Law Center	353	169	142	17	25
St. Mary's University School of Law	183	100	60	14	6
Southern Methodist University School of Law	323	138	84	7	3
South Texas College of Law	345	222	107	15	2
University of Texas School of Law Austin	486	259	152	44	28
Texas Tech University School of Law	204	140	61	1	2

MOUNTAIN	Total Grads	Non-Minority Men	Non-Minority Women	Minority Men	Minority Women
ARIZONA					
Arizona State University College of Law	135	64	54	14	3
University of Arizona College of Law	124	70	44	8	2
COLORADO					
University of Colorado School of Law	152	79	65	7	1
University of Denver College of Law	258	137	108	7	4
IDAHO					
University of Idaho College of Law	91	69	21	1	0
MONTANA					
University of Montana School of Law	77	50	22	5	0
NEW MEXICO					
University of New Mexico School of Law	105	33	39	17	16
UTAH					
Brigham Young University Law School	146	117	22	7	0
University of Utah College of Law	129	89	34	2	4

	Total Grads	Non-Minority		Minority	
PACIFIC		Men	Women	Men	Women
CALIFORNIA					
University of California, Berkeley	306	156	92	34	24
University of California, Davis	166	74	57	21	14
University of California, Hastings College of Law	458	216	178	37	26
University of California, Los Angeles	339	142	73	72	52
Loyola University Law School, Los Angeles	160	81	68	7	4
University of the Pacific - McGeorge School of Law	350	52	26	58	27
Pepperdine University School of Law	190	98	47	5	6
University of San Diego School of Law	259	160	74	15	10
University of San Francisco School of Law	197	102	77	10	8
University of Santa Clara School of Law	283	61	42	10	1
Southwestern University Law School	359	205	122	23	9
University of Southern California Law Center	210	96	62	9	16
Stanford University Law School	160	90	37	17	18
Whittier College School of Law	62	25	28	3	6
HAWAII					
University of Hawaii Law School	69	7	14	29	19

	Total Grads	Non-Minority Men	Non-Minority Women	Minority Men	Minority Women
OREGON					
Northwestern School of Law - Lewis & Clark College	196	114	68	9	5
University of Oregon Law School	159	96	45	14	4
Willamette University College of Law	122	79	33	8	1
WASHINGTON					
Gonzaga University School of Law	172	119	45	5	3
University of Puget Sound School of Law	333	228	96	6	3
University of Washington School of Law	146	84	45	12	5

NONPARTICIPATING LAW SCHOOLS

EAST NORTH CENTRAL REGION
  Thomas M. Cooley Law School

WEST NORTH CENTRAL REGION
  University of Missouri - Kansas City School of Law
  University of South Dakota School of Law

SOUTH ATLANTIC REGION
  Antioch School of Law
  University of Baltimore School of Law

WEST SOUTH CENTRAL REGION
  Baylor School of Law
  Texas Southern University - Thurgood Marshall School of Law

MOUNTAIN REGION
  University of Wyoming College of Law

PACIFIC REGION
  California Western School of Law
  Golden Gate University School of Law

*PUERTO RICO
  Catholic University of Puerto Rico
  Inter-American University of Puerto Rico
  University of Puerto Rico School of Law

*SPECIAL PROGRAM APPROVED BY THE ABA
  The Judge Advocate General's School in Charlottesville, VA

*These schools were not surveyed by NALP due to their special status. Graduates from these schools are also not included in the ABA statistics.

II. EMPLOYMENT REPORT CLASS OF 1983

Employment Report Class of 1983

TABLE FIVE
Ten-Year Comparison of Employment by Field in Full and Part-Time Jobs
(Percentage of Employed Respondents With Job Identified)

EMPLOYMENT FIELD	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983
Private Practice	52.2	51.0	52.4	53.0	53.0	54.0	55.1	57.9	59.6	60.4
Public Interest	5.3	5.6	5.0	5.3	5.9	5.4	4.3	3.4	3.0	3.1
Prepaid Legal Services	0.2	0.02	0.01	0.01	0.03	0.04	0.1	0.1	*	*
Business/Industry	9.2	9.6	10.0	10.0	10.6	10.5	11.0	11.3	10.8	10.8
Government	16.2	17.6	17.5	16.7	15.5	14.7	14.0	12.0	10.9	11.5
Judicial Clerkships	8.2	9.6	9.1	8.9	8.9	9.8	10.1	10.4	11.0	11.7
Military	2.5	2.4	1.7	1.8	1.9	1.7	1.8	1.7	1.7	1.8
Academic	3.3	3.4	3.4	3.3	3.5	3.0	3.1	3.1	3.1	1.5**
Other	2.5	0.5	0.8	0.7	0.7	0.7	0.4	***	***	***

* Prepaid legal services were deleted from the questionnaire due to the few respondents.

** In 1983, the academic category excluded those pursuing an advanced degree. These individuals are counted separately under employment status.

*** The "other" category was used in the 1981 through 1983 surveys, but it was used to tally those employed with an unidentifiable job category. The "other" from years 1974 through 1980 tallied those who were employed with an identifiable job category.

A. Type of Practice

According to NALP data displayed in Table Five above, 60.4% of those respondents reporting employment in an identified category were employed in private practice. This is the highest percentage of employed respondents to enter private law practice in the ten-year course of the NALP surveys. The trend has grown slowly and steadily since 1975, despite overall economic fluctuations and a much larger pool of available law school graduates. All but 3.9% of the '83 NALP respondents who reported employment in private practice indicated they were working with at least one other attorney. This is in contrast to the trend that appears later on for many lawyers when 49% of all those in private practice are solo practitioners. No data exists on when this shift from entry level group practice to more experienced solo practice occurs.

To permit comparisons over the entire ten-year period of the NALP survey, Table Five includes only respondents who are employed and who identified their job. (The "other" in Table Five refers to the individuals who listed jobs but whose positions did not fall within the specified categories.) Percentages are slightly higher in Table Five than in Table Six because Table Five uses a smaller population. Table Six includes those with the job category not identified. Other tables in this report are similar to Table Six in that they include both identified and unidentified employed respondents. Future tables also exclude students pursuing an advanced degree.

In contrast to the private practice entry level experience, the percentage of employed respondents working in public service-public interest positions is the lowest in the ten-year survey. Only 3.1% of the employed Class of 1983 worked in the public sector. The Curran figures provide an informative contrast to the entry level data. Curran reports that "four percent of lawyers are employed by organizations such as educational institutions, trade associations, unions, and other special interest groups." The NALP categories and Curran's American Bar Foundation categories do not overlap exactly, but what can be seen is a shift in post-entry level employment in how lawyers are using their training. She further reports that "This category of employment, although small, has shown the largest relative increase over the last ten years, growing from about 7,000 lawyers to over 19,000 - a 167% increase. Within this group, lawyers employed by trade organizations, unions, and other special interest groups have shown the largest increase."[7] In 1978, the heyday of entry level public interest-public sector employment, 5.9% of the NALP respondents reported finding employment in the public sector. Our entry level population is significantly smaller than the total ABA population; so the difference between our 5.9% and the Curran 4% is actually a huge one since her population is so much greater. What may account for the expansion of post-entry level attorney opportunity in this sector is its need for experienced, trained attorneys and its fiscal inability to devote scarce resources to training beginning attorneys. There may indeed be more opportunity for law graduates who are inclined toward public sector work than had been previously understood. It appears that these jobs are difficult to access at the entry level, as are government jobs, but possibly easier to obtain once one has some post-law school legal training.

The percentage of respondents with identified employment working in business concerns is 10.8%. The last four years constituted the largest percentage of respondents so employed in the ten-year history of the NALP survey. This percentage of entry-level lawyers (10.8%) is close to the post-entry level state. Curran reports that approximately 10% of the total lawyer population works in private industry. Perhaps the increase in employment in this sector is due to the increasing number of graduates for whom law is a second career. Since the Class of 1984 Survey will report employment by age as well as by race and sex, it should be possible to learn if age is a factor in those who enter business concerns and those choosing other areas. It may well be a reflection of the interests already possessed by some of these graduates at the time they entered law school. Business concerns may be the only sector readily available to second career graduates able to match, or better, their pre-law school salaries. Curran reports further that, "The number of business lawyers has increased by 55% in the last decade from approximately 35,000 to the current 55,000. One quarter of all lawyers in private industry are employed in the "Fortune Magazine 500" companies, 15% in insurance and diversified financials, and 13% in banking."[8] The entry level growth in business concerns could simply be a reflection of what is happening to the more experienced attorneys.

The last two NALP surveys have reported the lowest percentage of respondents in the Survey's ten-year history with identified employment working in government positions. However, the 11.5% reported in 1983 is slightly higher than the ten-year-low of 10.9% reported in 1982. On the other hand, Curran reported that, "Lawyers in government make up a little over 9% of all lawyers. Of the lawyers in government, approximately one-third are employed at the federal level and two-thirds at the state and local level. Between 1970 and 1980, the proportion of lawyers in government increased from 8% of all lawyers to 9%. In absolute numbers, however, the increase was substantial. In the case of lawyers in federal government, the percentage increase was 44%; for lawyers in state and local government, the increase was 138%. Of federal lawyers, almost two-thirds (58%) are located in Washington, D.C. Among state and local government lawyers, the single largest group are state and local prosecuting attorneys who make up 39% of all state and local government lawyers."[9] The periods examined by Ms. Curran and those in this NALP Survey, while not exact, do permit some interesting comparisons between the entry level "shape" of the legal profession and that "re-shaping" which occurs as lawyers redefine career goals and as different opportunities become available to them.

The highest percentage of respondents in the Survey's ten-year history with identified employment working judicial clerkships occurred in 1983, with 11.7% reporting judicial clerkship appointments. The trend has continued since 1978, especially among women and minorities. These positions offer entry-level lawyers valuable training as well as exposure to the judicial process. What impact the inclusion in the judicial clerkship arena of women and minorities will ultimately have on future judicial clerkship appointments is hard to say, but it is likely there will be some.

The percentage of employed respondents entering military service or academic positions has remained relatively stable over the ten-year course of the NALP surveys, although both categories have encountered resistance from students on issues regarding discrimination based on sexual orientation. Indeed, one branch of the military threatened reprisals in the form of stopping all aid to the offending law schools if they were not permitted to recruit on campus. Despite this apparent conflict, the military successfully recruited more male and minority respondents than in previous years.

TABLE SIX
Five-Year Comparison of Employment by Sex and Race In Full- or Part-Time Positions (Percentage of Employed Respondents Including Those With Job Not Identified)

EMPLOYMENT CATEGORIES	MEN (minority & non-minority)		WOMEN (minority & non-minority)		MINORITY (men & women)		TOTAL	
	1979	1983	1979	1983	1979	1983	1979	1983
Private Practice	56.1	58.5	45.0	56.0	33.2	45.7	53.8	58.9
Public Interest	4.3	2.3	9.3	4.3	19.2	9.0	5.4	3.0
Business Concerns	11.2	11.6	7.9	8.4	7.9	10.4	10.5	10.5
Government	13.6	10.1	18.8	12.6	26.0	17.7	14.7	11.4
Judicial Clerkships	9.3	10.1	11.4	14.1	4.9	9.8	9.8	11.4
Military	2.0	2.2	0.8	0.8	1.4	2.6	1.7	1.7
Academic*	1.5	1.2	2.1	1.9	2.4	2.7	1.7	1.5

* Academic category excludes Advanced Degree Program for both 1979 and 1983 for comparability.

As Table Six above indicates, the general trend in types of employment (see TOTAL column) holds true for five-year comparisons among men, women, and minority respondents. Important exceptions by reporting group occur in the following areas: in the private practice category there are significant differences in the employment percentages of women (minority & non-minority) and of minorities (men & women) over the five year span. One could postulate a model that had entry level women achieving private practice parity with majority men in 1983 and minorities achieving a private practice parity with the gains women reported in 1979. In other words, minority respondents still lagged five years behind in private practice. Accepting this postulation, however, leads one to assert that both women and minorities have made significant gains in the past five years.

What is not known is what kind of law firm minorities are entering - is it a minority or majority dominated enterprise? Is it a space sharing arrangement? Does it have the same professional status and opportunities as the law firms entered by majority respondents? Generalizations are impossible to make in this instance, but NALP is working toward understanding the minority employment picture for future reports.

In the public interest category on Table Six, a radical change in available opportunity has occurred for minority respondents: in 1979, 19.2% of the minority male and female respondents reported employment in this category, whereas only 9% did in 1983. Majority males and females reported fewer opportunities here too. Again there appears to be a relationship between the experience of women and minorities in this sector. In 1983 minority employment in public interest was the same as women's employment in public interest was in 1979.

Minority respondents report an increase in opportunity in the business concerns category, and men and women report a small gain here too.

While the level of opportunity in government has declined in the last ten years, government hiring of minorities remains relatively strong. There was an 8.3% decline in the percentage of minorities employed in government from 1979 to 1983, and women respondents show a 6.2% decline in the same period. Still, both women and minorities report more opportunity available than do men.

All groups of respondents made strides in the judicial clerkship area with minorities showing the largest percentage increase: from 4.9% in 1979 to 9.8% in 1983. Women respondents lead in this category with 14.1% reporting entry level employment here.

In the academic category, women and minorities fare consistently better in entry level employment than do men. Most likely this is a reflection of attempts by students and faculties to balance the representation in law schools which have traditionally employed white males. However, most new appointments, unless they are temporary ones for the Legal Writing and Research programs designed for first year students, are not made at entry level. A judicial clerkship, publications in scholarly journals, stellar law school academic performance, and often government or law firm experience are prerequisites to a teaching position on a law faculty. The increase in women and minority judicial clerks may help enlarge the "qualified" pool for future academic and even judicial appointments.

B. Listing of "Other" Employment Positions

The "other" category includes those unique positions within NALP's employment fields which were listed by the placement director or law student. The number in parentheses indicates the number of graduates employed in that position.

1. BUSINESS AND INDUSTRY

American Bar Association
Actress (2)
Actuarial Consulting Firm
Advertising (4)
Agricultural Labor Law
Airlines (3)
Airline Stewardess
Allucton Realty
American International Association of CPA's
Architect
Architectural Firm (3)
Assistant General Counsel - Hospital
Association of Aviation Underwriters
Association of Trial Lawyers of America (2)
Auto Dealership
Aviation Corporation
Bain & Company (20)
Bank Holding Analyst
Bar Association
Bar Bri (2)
Benefit Consumer Firm (2)
Birmingham Stallions (2)
Bookstore
Brokerage Firm (2)
Building Manager (2)
Business Consulting (2)
Business and Industry
Cambridge Association (2)
Campus Crusade for Christ (2)
Car Dealer (5)
Car Leasing (2)
Carpenter (2)
Cartell Jewels (2)
Catering
Catholic Charities
Center for Hospital Finance & Management (2)
Child Welfare
Church Foundation (2)
Clothing Business
Clothing Store
Collection Agency
Collection Cases
Commodities Brokerage
Community Development and Preservation
Computer Assisted Research

BUSINESS AND INDUSTRY (cont.)

Computer Business (2)
Computer Consultant
Computer Firm
Computer System
Construction (3)
Construction-Engineering Firm (2)
Construction Industry
Construction Law
Consultant (9)
Consulting (15)
Continuing Education Bar
Corporate Counsel
Corporate Real Estate Service (2)
Dental Lab
Dentist (2)
Department Store
Development Contractor (2)
Doctor's Office (2)
Drug Clinic
Dry Cleaner
Editor-Forbes Magazine (2)
Election Campaign
Electric Utility
Family Business (2)
Fashion Design (2)
Financial Analyst
Financial Planning (5)
Firefighter
Fisher Food (2)
Fishing Industry (2)
Floor Dralein Grain Exchange
Food Service
Freelance Scriptwriter
Freelance Writer (2)
General Contractors (3)
Goldman Sacks (2)
Gourmet Restaurant (2)
Graphic Artist
Health Care (2)
Health Club
Health Maintenance Manager
High-Tech Litigation Support
Home Health Agency
Hospital (16)
Hospital Administration (6)
Hospital Research Science (2)
Hotel
Import Business (2)
Industry and Commercial
Independent Oil Producer
Insulation Company
Insurance Defense (2)

BUSINESS AND INDUSTRY (cont.)

International Professional Tennis Winner (2)
Investing Bankers (9)
Investing Venture Capital (2)
Investment Firms (2)
Investigator (2)
Investigative Reporter-Television
Internal Revenue Service
Jewelry Manufacturing (2)
Journalist
Kansas Association of Realtors
Kansas Association of School Boards (2)
KOWG Broadcasting Company
KNEA
Labor
Labor Relations (5)
Labor Union (15)
Labor Union Counsel (2)
Laboratory (2)
Large Scale Proprietorship (2)
Law Book Publisher
Legal Newspaper (2)
Legal News Reporter
Legal Research (5)
Legal Publishers (20)
Legal Publishing (12)
Lobbyist
Lusher Corporation (2)
Manufacturing Company
Management Consultants (5)
Marathon Corporation
Med-Legal Consulting (2)
Medical (6)
Medical Doctors (7)
Medical Evaluation Specialist
Medical Foundation (2)
Mt. States Employees Counsel (2)
Mt. States Legal Foundation
Movie Studio
National Agency-Press Association
National Association (10)
National Auto Theft Bureau
National Cleaning House for Legal Services (2)
National Political Organization (2)
National Research Group (2)
Newspaper (8)
Newspaper Reporter
Non-Legal Grocery Industries
Non-Profit Company (7)
Nurse (2)
Nursing Service (2)
Nutrition Center (2)
New York Bar Association (2)

BUSINESS AND INDUSTRY (cont.)

New York Daily News
Oil Company (2)
Oil and Gas Exploration (2)
Optometrist (2)
Oregon State Bar (2)
Owner Clothing Store (2)
Owner Restaurant
Owner Video Business (2)
Patent (2)
Patent Trademark Copyright (2)
Pharmacists (6)
Pharmaceutical Company
Pilot
Police Department (4)
Political Consultant
Prentice Hall Legal Education (2)
President and Owner-Real Estate Construction
Private Investment Firm
Professional Athlete
Professional Recruiter (2)
Projectionist (2)
Property Management (2)
Public Affairs (2)
Publishing (25)
Quasi-Legal (2)
Radio Station (3)
Railroad
Rancher (2)
Real Estate (40)
Real Estate Brokers (7)
Real Estate Development (6)
Real Estate Investment (3)
Real Estate Syndicators (7)
Realty Company
Research (2)
Resources Development Association
Restaurant (8)
Retail (8)
Roman Catholic Process of Brooklyn
Russell Mills (2)
Sales (3)
Save More Furniture & Appliances (2)
Secretary
Self-Employed Consultant
Shipping
Shopping Mall
Social Service Agency
Sports Management (2)
Sports Representative (2)
St. Louis Board of Education (4)
Staff Counsel

BUSINESS AND INDUSTRY (cont.)

- Staff Attorney for Non-Profit League (2)
- Stock Broking Firms (4)
- Supermarket Manager
- Survey Research (2)
- Symphony Orchestra
- Teaching-Hospital
- Temporary Services (2)
- Textbook Writer
- Title Company (15)
- Toledo Regional Minority Purchasing Counsel
- Tourism
- Trade Association (15)
- Travel Agent
- T.V. Station (5)
- Tunken Company (2)
- Union (7)
- Union Benefit Group
- Union Business Agent (2)
- University Legal Counsel
- University Placement Office
- Upholsterer
- Utility (4)
- Veterinarian (3)
- Video Editor
- VMS Realty
- Waiter
- WestLaw Publishing
- Wholesale Seafood Company
- Wine Importer

2. GOVERNMENT

- Accounting Firm (3)
- Administrative Assistant-State Senator (2)
- Administrative Law (3)
- Adult Publications
- Advisory Committee
- Airforce JAG (3)
- Appellate Defense Office
- Assembly LS
- Assistant Attorney General (6)
- Assistant City Attorney (6)
- Assistant Corporate Counsel (2)
- Assistant County Attorney
- Assistant District Attorney
- Assistant State Attorney (5)
- Attorney Analyst (2)
- Attorney General (27)
- Attorney General's Office (21)
- Attorney Staff
- Audit Division
- Bank Examiner
- Bailiff (9)

GOVERNMENT (cont.)

Board of Education
Brooklyn Developmental Center
Business Law Instructor (2)
Campaign Manager-Senator
Canadian Government (2)
CETA Strike Force (2)
Child Support Recovery Unit (4)
Church Chaplain (2)
City Attorney (20)
City Corporate Counsel's Office (2)
City Counselor's Office (3)
City Government
City Law Department (8)
City Law Director
City of Philadelphia
City Solicitor (8)
Civil and Criminal
Clerk (14)
Commissioner of Insurance (2)
Committee Legal Staff
Congressman (16)
Congress Committee (5)
Congress' Office (23)
Congress Sub-Committee Counsel (2)
Consumer Counsel (2)
Corporations (4)
Corporate Counsel (17)
Counsel and Research Assistant to Assembly of Women (2)
Counsel for City Auditor
Counsel to State Senate Minority Leader
County (11)
County Attorney (2)
County EP Department (2)
County Legal Department (2)
County Prosecutor (9)
Court Administrator (3)
Court Appointments
Court of Appeal (9)
Court-Correctional Institution
Court General Assembly
Court Staff Attorney
Court State Republican Caucus (2)
Criminal Justice Coalition (2)
Defense Association
Department of Human Resources (4)
Department of Justice (2)
Department of National Resources
Department of the Navy
Department of Public Aid (2)
Department of Transportation (2)
Deputy Assistant Counsel
Devereau Foundation
District Attorney (9)

GOVERNMENT (cont.)

District Attorney's Office
Drug Enforcement Agency (2)
Elected Town Clerk
Election Board
Executive Branch (2)
Federal Bureau of Investigation (41)
Federal Labor Relations Authority
Federal Land Bank
Federal Law Enforcement
Fireman (2)
General Assembly (3)
General Counsel for Congress
Government Firm
Greenville County School District
Guam (2)
Guardian Ad Litem (2)
Harbor Patrol Office
House Committee (3)
House of Defense (11)
House Selection Committee on Aging (2)
Human Rights Specialist
Illinois Criminal Justice Information Author (2)
Indian Tribe Government
Internal Revenue Service (12)
International Government Organization (2)
Institution of Government
Insurance-Title (5)
Investigation (3)
JAGC (2)
Joint Committee on Agency Rule Review
Judge-Circuit Court
Judicial Agency
Judicial Center
Justice Department
Juvenile Court
Kansas Department of Revenue
Law Assistant Family Part (2)
Law Clerk (2)
Law Department (5)
Law Enforcement (3)
Law Revision Committee (2)
Legal Editor (2)
Legislature (54)
Legislative Aid (6)
Legislative Assistant (13)
Legislative Committee (5)
Legislative Counsel (2)
Legislative Investigating Committee
Litigation Counsel
Library
Lobbyist
Magistrate
Manufacturing (2)

GOVERNMENT (cont.)

Marine JAG Corps (2)
Medical Research Institute
Military Court (2)
Missouri Extension Service (2)
Municipal Administrator
Municipal Assistant-Corporation
Municipal Government Personnel
Municipal Laborer
Municipal Law (2)
Municipal Organization (2)
MTA (2)
Museum (4)
NASA (2)
National Labor Relations Board
NLRB (9)
Non-Profit Administration Agency
New York City Board of Education (3)
New York City Law Department (6)
Office of Governor (6)
Office of Mayor
Office of Surface Mining
Offshore Navigation
Ohio Civil Rights
Ohio Industry Committee
Peace Corps
Pole Proprietor (2)
Police Department (18)
Police Officers (23)
Political Campaign (2)
Postal Service (5)
Power Co. (2)
Prison (2)
Probate Examiners (3)
Probation Department
Probation Officer
Public Counsel Office (2)
Public School (2)
Public Service Committee
Publication Director
Rape Crisis Center (2)
Real Estate
Referee
Register of Deeds
Representative of City in Civil Matters (2)
Research (6)
Research Assistant (3)
Research Institute (2)
Research Law Librarian
Retail Stores (3)
Running for States Attorney (2)
Running for Town Council
School Board

GOVERNMENT (cont.)

Secret Service (2)
Secretary of State (2)
Security Specialist
Senate (4)
Senate Budget Committee
Senate Committees (2)
Senate Judiciary Committee (2)
Senate Legislative Staff
Senate Office (8)
Senior Citizens Organization
Sheriff's Association
Sheriff's Office (2)
Social Workers (3)
Staff Attorney Appeals Court
Staff Council for Inmates (2)
State Attorney
State Bar Association
State Representative (2)
State Senate (6)
State Supreme Court Library (2)
State Welfare Office (2)
Superintendent of School
Supreme Court-Administrative Office (2)
Supreme Court Staff (4)
Tax Court
Teacher (3)
Transit Authority (2)
Transportation System (2)
Tribal Government (5)
Town of Huntington
United States Attorney (3)
United States Congressman
United States Court of Appeals
United States Department of Labor (2)
United States Labor Board
United States Magistrate's Office (3)
United States Marines
United States Senator (3)
United States Trustee's Office
University (2)
University Legal Staff
Utility Worker
Washington State Attorney General (2)
Welfare Department
Working for North Dakota Senator
World Interstate Energy Board

3. LEGAL SERVICES (CIVIL)

ABLE
Alaska Legal Services (2)
Appalachian Research Defense Foundation (3)

LEGAL SERVICES (cont.)

Association Council for Defense
Atchison Legal Aid
Atlanta Legal Aid (2)
Bankruptcy Committee
Bay Area
Bronx Legal Service (2)
Brooklyn Law Service (2)
Cals
Capital Area Legal Service Corporation
Central Ohio Legal Service
Central Virginia Legal Aid
City Attorney (4)
Coconico County Legal Aid
Community Action Legal Aid (3)
Community Dispute Resolution Center (4)
Community Legal Service (3)
Congressional Clerkship (2)
Connecticut Legal Service
Contra Costa Legal Service Foundation
County Attorney (2)
Dakota Plains
Department Assigned Council
District Attorney
DNA People's Legal Service
East Texas Legal Service
Eastside Public Defense (4)
Essex-Network Legal Service
Evergreen Legal Service (3)
Farmworkers Legal Service of New York
Federal Bureau of Investigation (3)
Florida Rural Legal Service (3)
Genesie City Legal Aid
Georgia Legal Service
Greater Miami Legal Service (2)
HALT (2)
Hays Legal Service
Idaho Legal Aid (2)
Internal Revenue Service
Investment Representative
Kansas Legal Aid
Lakeshore Legal Services (2)
Law and Justice Center (2)
Legal Aid (19)
Legal Aid-Bureau
Legal Aid-Broward Company (2)
Legal Aid-Criminal (5)
Legal Aid-Criminal Appeals
Legal Aid-Foundation (2)
Legal Aid-Foundation of Chicago
Legal Aid-Gary, Indiana
Legal Aid-Juvenile Division
Legal Aid-Orange County

LEGAL SERVICES (cont.)

Legal Aid-Palm Beach City
Legal Aid-Southwest Michigan
Legal Aid-Southwest Missouri
Legal Aid Society (14)
Legal Aid-State Senator
Legal Aid-Topeka
Legal Aid-Volunteer Lawyer
Legal Aid-West Michigan
Legal Aid-Western Oklahoma (15)
Legal Representative for New Mexico
Legal Service-Blue Ridge
Legal Service for Children
Legal Service Corporation (5)
Legal Service-East Michigan
Legal Service-East Missouri (7)
Legal Service-Indiana (3)
Michigan Indian Legal Service
Mid-Missouri Legal Service
Monroe City Legal Service
Montgomery City Legal Aid Service
Mountain States Legal Foundation
Nassau-Suffolk Legal Service
Neighborhood Legal Aid
Neighborhood Legal Service
New England Legal Foundation (2)
New Hampshire Legal Aid
New Haven Legal Service
New Orleans Legal Assistants Corporation (3)
New York Legal Aid Society (12)
North Central West Virginia Legal Aid Service
North Kentucky Legal Aid
North Mississippi Rural Legal Service
North Orlando Legal Service
North Pennsylvania Legal Service, Inc.
Northeast Kansas Legal Service (2)
Northeast Kentucky Legal Service (4)
Northwest Florida Legal Service
Northwest Louisiana Legal Service
Ohio Legal Rights Service (4)
Ohio State (2)
Pacific Legal Foundation (2)
Palmetto Legal Service
Paralegal (2)
Penitentiary (2)
Piedmont Legal Aid
Pine Tree Legal Aid
Pioneer Valley (2)
Police (2)
Polk City Legal Aid
Prisoner Legal Service (2)
Public Defense
Puget Foundation Legal Aid (2)

LEGAL SERVICE (cont.)

Rappahaurock Legal Service (2)
Reggie Foundation (3)
Rural Legal Service of Tennessee
San Mateo City Legal Aid
Senior Citizen's Office
South New Mexico (2)
South Tier Legal Service
Southeast Legal Foundation (2)
Southeast Minnesota Legal Service
Spokane Legal Services (2)
State of Arizona Legal Aid (2)
St. Cloud Area Legal Service (2)
Supreme Court Attorney (2)
Three Rivers Legal Aid
Tidewater Legal Aid (2)
Utah Legal Clinic (2)
Utah Legal Service (5)
Vocals
Western Kentucky (2)
Western Nebraska Legal Service
Western Reserve Legal Service (2)

4. PUBLIC INTEREST ORGANIZATIONS

Alaska Legal Service (2)
American-Arab Anti-Discrimination Committee
American Association of Junior Colleges (2)
American Bar Association-Assistant Staff Division (2)
ACLU (2)
ACLU National Prison Project (2)
ACLU Reproductive Freedom Project
American College of Radiology
American Constitutional Rights Association (2)
American Heart Association
American Nursing Association (2)
Anishinals Legal Aid
Apher Services
Appalachian Research and Defense Foundation
Atlanta Legal Aid Society (4)
Board of Education
Boston Church of Christ (2)
Brigham Women's Hospital
Bronx Psychiatric Center (2)
Cape Cod Island (2)
Catholic Charities
Catholic Conference
Center for Child Advocacy (2)
Center for Law in the Public Interest (2)
Center on National Labor Policy (2)
Center for Safety of Automobiles
Child Rights (2)
Children and Home (2)
Church's Missionary Program (2)

PUBLIC INTEREST ORGANIZATIONS (cont.)

Circle C. Youth Home
Citizen for Modern Transit
CLE Administrator (2)
Cleveland Bar
Committee on Human Rehabilitation
Conservation Foundation
Covenant House
Court Appointed Attorney
Court Business and Industry Association
Court Foundation for Environment
Defense Lawyer's Association (2)
Development Disabilities Law Project (2)
Direct Social Service Program (2)
District of Columbia Association for Retarded Citizens (2)
Division of Youth and Family Services
Eastern Mount College Student Legal Services (2)
Educational Association
Equal Justice Foundation (5)
Evergreen Legal Services (2)
Family and Child Service Program
Federal Defense of San Diego (2)
Fellowship in Environmental Law (2)
Fort Wayne Jewish Federation (2)
Free Clinic
Genetics Institution (2)
Georgia Legal Services (9)
Georgetown Law Center (2)
Greater Birmingham Ministers (2)
Guardian Program (2)
HALT
Hospital (2)
Human Services
House of Ruth (2)
Housing Advocate
Harvard Defenders (2)
Harvard Negotiation Project (2)
Institution of Child Advocacy
Institution for Public Representatives (5)
Japanese-American Citizens League (2)
Kentucky Hospital Association (2)
Labor Organization (2)
LADA Landlord-Tenant Center
Land of Lincoln Legal Assistant Program
LEAF (5)
Legal Action of United States
Legal Center for Handicapped (2)
Legal Foundation
Legislative Division-Citizens for Life
Low Cost Housing Company-Boston
Management Instructor
MAS (3)
Massachusetts Committee for Blind-Child Advocate

PUBLIC INTEREST ORGANIZATIONS (cont.)

Massachusetts General Hospital (2)
Massachusetts Teachers Association
Mental Health Advocacy Project (2)
Mental Health Legal Advisors Committee
Mercy Hospital (2)
Mission Community Legal Defense
Monitory Toxic Waste Lawsuit
Montana Legal Services (5)
National Association for Government Employees (2)
National Clearing House for Public Interest (2)
National Conference of State Legislatures
National Health Law Program (2)
National Market Planning Coalition
National Resources Defense Council (2)
National Right to Work Legal Defense Foundation
Native American Rights Center
Navajo-Hopi Program
Neighborhood Legal Service
New York City Civil Liberties Union (2)
New York City Public Interest
Non-Profit Academic Health Center
North Carolina Legal Assistant Program
Palmetto-Piedmont Legal Aid
People's Law Center (2)
Personnel Director for State College
Pioneer Valley
Political Campaign (3)
Prison Law Office
Private Advocacy Organization (2)
Pro-Bono-Guardian Ad Litem
Public Defender
Public Employers Council
Public Interest Law Firm
Public Utility Law Project (2)
Puerto Rican Defense Foundation (2)
Quinault Tribal Court
Reginald Heber Smith Fellowship (2)
Reggie Fellowship (4)
Reporters Community for the Free Press (2)
Salvation Army (2)
Securities and Exchange Commission (2)
Senior Citizen Center
Senior Citizen Judicare
Sheltered Workshop
Sierra Club (3)
State Bar Ethics/Disciplining Division (2)
State Hospital
Tax Department Water Services (2)
Teacher
Temple University-Developmental Disability Center
Township of Roheson
Trade Association (2)

PUBLIC INTEREST ORGANIZATIONS (cont.)

Trans Africa (2)
Trial Lawyers for Public Justice
United Farm Worker
United Federation of Teachers (2)
United Nations Program (2)
United Way
Washington Public Interest Research Group
Wisconsin Environmental Decade (2)
Women's Law Fellowship (2)

5. ACADEMIC

Accounting Degree (2)
Administrator for Public School
Administrator for University (6)
Advanced Law Study (2)
Advanced Non-Law Study
Assistant College Dean of Education
Assistant Director-Law and Tax Department
Assistant to Executive Director (2)
Assistant Professor (4)
Assistant to Provost (2)
Assistant Vice-President
Associated Professor-Health Service
Board of Education (2)
Board of Education Consulting Board
Career Counseling
Center for Philosophy and Public Policy (2)
City Schools (2)
College Personnel Director
College Professors (18)
Corporate Council Office
County Teachers Representative (2)
Department of English
Director of Human Resources (2)
Director of Undergraduate Program (2)
Educational Administrator (2)
Elementary School Teacher
Facilities Development (2)
Financial Officer (6)
Foundation University (3)
General Counsel's Office-University (2)
Graduate Student (4)
Guidance Counselor
High School Coach (2)
Illinois State Board of Education (2)
Institution of Environmental Negotiation
Instructor-Shelby County Board of Education (2)
Journalists-Gay Community News (2)
Junior College Administrators (2)
Kentucky Bar Association-Business
Legal Council Committee (2)

ACADEMIC (cont.)

- Legal Research Assistant-Foreign Graduate Institution (2)
- Librarian
- LLM (15)
- MBA Program (20)
- Medical Librarian (2)
- Medical School (2)
- Ministry Study
- New York City Law Department
- Non-Law Program Coordinator
- Paralegal Training Staff (2)
- PhD-Business (2)
- PhD Program (4)
- Private School (4)
- Professor (74)
- Public School (7)
- Public School-Assistant Principal (3)
- Real Estate Practice-Business
- Research Assistant
- Research Grant Fellow
- Researcher (6)
- Rutgers Mental Health Center
- School Administrator (3)
- School Legal Advisor
- School Principal (5)
- School Superintendent (2)
- Secondary Education
- Social Law Library (2)
- Supervisors-Paramedic Training (2)
- Teacher (57)
- Teacher-Public System
- Undergraduate Accounting and Law
- Undergraduate Administrator (20)
- Undergraduate Business Law
- Undergraduate Law Teacher (2)
- University Attorney's Office
- University Legal Staff
- University Occupational Safety and Health
- University Pharmacy Department
- University Physics Department
- University Program
- Urban Planning Degree Program (2)
- Western University of Kentucky-Department of Government Faculty (2)
- Women's Rights Fellowship (2)

TABLE SEVEN

Regional Location of Reported Employment (Percentage of Full-Time Employed Respondents)

	New England					Middle Atlantic					East North Central					West North Central				
Type of Employment	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Private Practice	56.9	54.3	37.5	45.0	54.7	59.3	60.3	49.7	39.4	58.2	63.2	58.5	47.4	29.0	60.2	63.9	54.1	57.1	26.7	60.0
Public Service-Public Interest	1.4	3.7	6.3	0.0	2.5	1.9	2.9	7.7	15.5	2.8	1.5	3.3	6.2	19.4	2.6	2.7	3.4	14.3	6.7	3.1
Business	15.8	10.7	12.5	15.0	13.9	13.4	9.1	15.5	10.6	12.0	14.8	10.4	13.4	11.3	13.5	11.5	9.5	3.6	20.0	10.7
Government	11.3	8.5	18.8	15.0	11.7	10.6	10.3	16.8	21.4	11.1	9.5	11.7	20.6	22.6	11.0	7.5	12.2	10.7	20.0	9.6
Judicial Clerkships	10.8	18.2	18.8	15.0	12.8	11.6	14.7	5.2	9.9	12.6	8.2	11.1	6.2	11.3	9.0	11.7	18.6	14.3	20.0	14.0
Military	0.9	0.6	6.3	0.0	0.9	0.3	0.1	0.0	0.0	0.2	0.4	0.0	0.0	0.0	0.3	1.2	0.0	0.0	0.0	0.7
Academic	1.6	3.1	0.0	0.0	2.2	0.9	1.3	3.9	0.7	1.1	1.1	2.6	2.1	3.2	1.6	0.7	1.0	0.0	6.7	0.8
TOTAL EMPLOYED IN REGION	926	521	32	20	1654	2809	1644	155	142	4894	2138	1023	97	62	3536	864	409	28	15	1350

	South Atlantic					East South Central					West South Central					Mountain					Pacific				
Type of Employment	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Private Practice	58.4	49.3	46.3	35.8	54.1	66.2	57.1	35.7	0.0	62.3	69.7	63.1	73.7	45.1	67.3	66.0	60.9	56.9	38.5	63.5	69.6	65.2	52.5	60.7	67.0
Public Service-Public Interest	2.6	4.9	6.9	13.3	3.8	1.9	2.6	14.3	33.3	2.6	0.7	1.9	1.3	11.8	1.3	1.5	3.9	9.8	15.4	2.9	1.6	3.7	5.0	3.6	2.5
Business	7.3	4.9	4.0	6.7	6.5	10.0	5.6	14.3	33.3	9.2	9.5	7.2	6.6	9.8	8.7	7.9	2.8	5.9	0.0	6.0	9.5	6.1	12.2	6.3	8.4
Government	15.2	20.7	23.4	31.7	17.7	4.9	10.3	7.1	8.3	6.5	6.7	9.5	10.5	13.7	7.8	7.8	7.8	15.7	19.2	8.4	5.7	9.0	11.6	14.3	7.7
Judicial Clerkships	11.1	16.4	6.9	5.8	12.4	13.1	16.7	21.4	16.7	15.3	9.5	15.1	5.3	13.7	11.1	12.9	21.9	9.8	23.1	15.7	10.0	13.1	13.8	7.1	10.9
Military	3.8	1.1	6.3	1.7	3.0	2.2	0.4	7.1	0.0	2.0	0.9	0.4	0.0	2.0	0.7	1.7	0.6	0.0	0.0	1.3	1.7	0.5	1.1	1.8	1.2
Academic	0.7	0.9	4.0	3.3	1.0	1.2	2.1	0.0	8.3	1.5	0.3	0.7	1.3	2.0	0.5	0.7	0.6	2.0	0.0	0.7	0.7	0.9	0.0	4.5	0.8
TOTAL EMPLOYED IN REGION	2478	1278	175	120	4107	648	233	14	12	911	1486	724	76	51	2343	747	361	51	26	1200	1509	823	181	112	2742

C. Employment Locations of Graduates

As shown in Table Seven, the highest percentage of respondents working in a single region engaged in private law practice was reported in the West South Central region (67.3%) followed closely by the Pacific region (67.0%). The lowest percentage of employed respondents working in private practice occurred in the South Atlantic region (54.1%), which includes the District of Columbia. When non-minority men and women are compared, a higher percentage of employed men are engaged in private law practice than women, with the sole exception of the Middle Atlantic region (59.3% of the employed non-minority men vs. 60.3% of the non-minority women). When minority respondents are compared with non-minority respondents, the percentage of employed respondents in private practice is typically lower among minority respondents. Exceptions are the West South Central and the West North Central regions where minority men reported relatively higher employment rates in private practice. (Of course, due to the small number of minority respondents in any single region or employment category, percentage changes are likely to occur more frequently than among non-minority respondent groups.)

Public interest employment was reported most frequently among respondents working in the South Atlantic Region (3.8%), which includes the District of Columbia. The lowest percentage of employed respondents working in public interest employment occurred in the West South Central Region (1.3%). In most regions, non-minority women were more likely to report employment in public interest. Similarly, minority respondents were more likely to report employment in public interest jobs than were non-minority respondents, with the exception of the West South Central region, where relatively fewer minority men reported such employment.

The highest percentage of employed respondents reporting employment in business concerns was in the New England region (13.9%), with the lowest percentage in the Mountain region (6.0%). A greater percentage of non-minority men were employed in business concerns than non-minority women in all regions of the country.

The South Atlantic region, which includes the District of Columbia, had the highest percentage of employed respondents working in government positions (17.7%), with the lowest percentage in the East South Central region. Similarly, the South Atlantic region had the highest percentage of men, women, and minorities employed in government positions. In only two regions, New England and the Middle Atlantic, were non-minority men with employment more likely to work for the government than non-minority women with employment. With the exception of the East South Central region, minority men and women reporting employment were more likely to be in government service than their non-minority counterparts.

The Mountain region had the highest percentage of employed respondents working in judicial clerkships (15.7%), but it should be noted that this finding does not indicate more judges in the Mountain region. The East North Central region had the lowest percentage (9.0%) of judicial clerkships. In each region, more non-minority women responding with employment held judicial clerkships than did their employed male counterparts. Minority men were as likely to be employed as judicial clerks as minority women.

TABLE EIGHT
Rank Order of States in Which Respondents Reported Employment in 1982 and 1983

1982	1983	State	'83 Employed Respondents
1	1	New York	2,984
2	2	California	1,720
3	3	Texas	1,408
4	4	Illinois	1,302
9	5	District of Columbia	1,174
6	6	Pennsylvania	1,119
5	7	Florida	1,057
8	8	Ohio	944
7	9	Massachusetts	915
10	10	New Jersey	786
11	11	Michigan	561
16	12	Minnesota	493

Table Eight (above) provides the rank order of the twelve states which accounted for the largest number of employed respondents from the Class of 1983 and their ranking among respondents from the Class of 1982 for comparison. New York, California, and Texas continue to rank first, second, and third as the states employing the most respondents. Illinois, which in 1981 was ranked number three, appears to be firmly in fourth place, principally because of the massive pull of Chicago as an entry level legal market. When the rankings of 1982 are compared, the District of Columbia rose from ninth to fifth and Minnesota rose from sixteenth to twelfth, while Florida dropped from fifth to seventh and Massachusetts dropped from seventh to ninth.

To understand why these legal markets have the capacity to absorb new lawyers year in and year out, one may look to two factors. First, there are concentrations of law schools nearby from which graduates seek jobs each year in the region in which they were educated. Second, the urban areas flourish as centers of commerce: banking, industry, venture capital, oil exploration, government, and international trade. There is clearly a symbiotic relationship between the need for lawyers in a community and the size of its legal population, although some urban areas, such as Boston, San Francisco, and the District of Columbia, have a high ratio of lawyers to the general population.

TABLE NINE

The Sixteen Cities Where the Largest Reported Number Of Employed Respondents Located From 1981 to 1983 (Rank Order)

1981	1982	1983	City
1	1	1	New York City
3	2	2	District of Columbia
2	3	3	Chicago
6	5	4	Boston
4	4	5	Los Angeles
5	6	6	Houston
8	11	7	Philadelphia
7	12	8	Minneapolis-St. Paul
10	7	9	San Francisco
12	10	10	Dallas-Ft. Worth
14	13	11	Atlanta
11	9	12	Denver-Boulder
15	14	13	Cleveland
16	15	14	Seattle
13	16	15	Pittsburgh
9	8	16	Detroit

Table Nine provides the rank order of the sixteen cities which accounted for the largest number of employed respondents from the Class of 1983, and their ranking among respondents from the Classes of 1981 and 1982. The six leading cities continue to be New York, Washington, D.C., Chicago, Boston, Los Angeles, and Houston. The number of graduates employed in these cities fluctuates each year, as Table Ten shows.

TABLE TEN
The Sixteen Cities Where the Largest Reported Number Of Employed Respondents Located From 1981 to 1983
(Number of Respondents Employed)

City	'81 Employed Respondents	'82 Employed Respondents	'83 Employed Respondents
New York City	1,674	2,060	2,161
District of Columbia	976	891	1,174
Chicago	1,028	872	1,014
Boston	519	593	584
Los Angeles	683	681	577
Houston	538	577	567
Philadelphia	379	351	491
Minneapolis-St. Paul	430	323	456
San Francisco	359	410	409
Dallas-Ft. Worth	317	371	367
Atlanta	238	294	292
Denver-Boulder	354	388	281
Cleveland	234	265	266
Seattle-Everett	217	263	261
Pittsburgh	252	241	249
Detroit	367	390	239

As mentioned elsewhere, employment in all sectors, particularly private practice, has remained strong despite economic variations which temporarily devastated certain other sectors of the economy. Even though the six leading cities maintained their positions relative to each other during the recession of 1981 and 1982, it is interesting to note that in 1983, NALP data indicates 283 more entry level respondents in the District of Columbia than in 1982. Certainly there was an increase in both private sector and government hiring, but there was also an increase in reporting from the District's law schools. The reporting increase had undeniable impact on NALP's data for 1983. Entry level positions reported by NALP respondents increased by 142 in Chicago and by 140 in Philadelphia. Interestingly, 104 fewer positions were reported from Los Angeles in 1983 than in 1982. Some cities have remained fairly stable over the last several years, showing little or no change in the number of entry level hires. Among them are Boston, San Francisco, Atlanta, and Dallas-Ft. Worth.

It is useful to remember that these sixteen "leading" cities provide only 40% of all the NALP reported entry level employment. Focusing only on these cities and on the hiring processes employed by urban employers distorts in the public's mind the "normal" path to employment followed by a new graduate. Many new graduates seek employment first in urban areas, but 60% of the respondent class of 1983 found employment in places less well known than our "leading" cities.

This report provides regional analyses of various types of employment in later sections. Respondents are grouped according to the region where they reported employment, rather than the region where they attended law school, unless otherwise noted. Furthermore, as with Table Seven, percentages are based on full-time employed respondents only.

EMPLOYMENT LOCATIONS OF 1983 RESPONDENTS

The geographic location of employed respondents is divided by regions and then by states. Cities with populations of more than 25,000 are listed individually in alphabetical order. Cities with smaller populations are combined in the "other" category for each state. Cities with more than 100,000 inhabitants are marked with an asterisk. Frequently, a respondent was employed within a state, although his or her specific city was not known. These individuals are tallied in the state totals; when this occurs, the state totals are greater than the sum of the individual cities within that state.

Geographic Area Not Identified	993(4.2%)
A. New England	1654(7.1%)

CONNECTICUT 423

*Bridgeport	35
Bristol	1
Danbury	10
East Hartford	3
Enfield	2
Fairfield	7
Greenwich	11
Groton	1
Hamden	1
*Hartford	141
Manchester	2
Meriden	2
Middletown	3
Milford	4
Naugatuck	1
New Britain	9
*New Haven	70
Newington	1
New London	7
Norwalk	5
Norwich	1
*Stamford	24
Stratford	3
Torrington	2
Trumbull	1
Vernon	1
Wallingford	6
*Waterbury	8
West Hartford	6
West Haven	1
Westport	4
Wethersfield	1
Windsor	6
Other Connecticut	39

MAINE 77

Augusta	6
Bangor	8
Lewiston	4
Portland	33
Other Maine	26

MASSACHUSETTS 915

Amherst	3
Andover	5
Arlington	2
Attleboro	3
Barnstable	1
Belmont	1
Beverly	1
*Boston	584
Braintree	6
Brockton	9
Brookline	8
Cambridge	10
Chelmsford	2
Dedham	5
Everett	2
Fall River	4
Fitchburg	1
Framingham	4
Haverhill	2
Holyoke	2
Lawrence	2
Leominster	2
Lexington	7
Lowell	5
Lynn	6
Maiden	1
Marlborough	1
Medford	1
Melrose	1
Natick	1
Needham	5
New Bedford	6

MASSACHUSETTS (cont.)

Newton	1	Wakefield	3
Northampton	6	Waltham	6
Norwood	1	Watertown	2
Peabody	1	Wellesley	4
Pittsfield	5	Westfield	2
Plymouth	1	West Springfield	1
Quincy	6	Weymouth	5
Randolph	1	Wobum	4
Salem	9	*Worcester	19
*Springfield	59	Other Massachusetts	77
Taunton	8		

NEW HAMPSHIRE 95

Concord	34	Portsmouth	2
Manchester	25	Other New Hampshire	29
Nashua	4		

RHODE ISLAND 106

Coventry	2	Pawtucket	4
Cranston	1	*Providence	79
East Providence	1	Warwick	2
Newport	8	Other Rhode Island	3
North Providence	2		

VERMONT 38

Burlington	8	Other Vermont	22
Montpelier	7		

B. Middle Atlantic 4889(20.8%)

NEW JERSEY 786

Atlantic City	13	North Bergen	1
Bayonne	4	Nutley	3
Bloomfield	4	Orange	2
Brick	2	Paramus	7
Camden	31	Passiac	2
Cherry Hill	5	*Paterson	22
Clifton	5	Pennsauken	1
East Brunswick	3	Perth Amboy	4
East Orange	16	Piscataway	5
Edison	4	Plainfield	2
*Elizabeth	18	Rahway	3
Fair Lawn	1	Teaneck	1
Fort Lee	9	Trenton	59
Hackensack	44	Union	5
Hoboken	2	Union City	3
*Jersey City	32	Vineland	2
Kearny	1	Westfield	2
Livingston	6	West New York	1
Long Branch	1	West Orange	8
Middletown	1	Woodbridge	7
Montclair	4	Other New Jersey	274
*Newark	150		

NEW YORK 2984

*Albany	104	Merrick	4
Auburn	1	Mount Vernon	5
Binghamton	13	New City	7
*Buffalo	116	New Rochelle	2
Deer Park	4	*New York	2161
Elmira	2	Plainview	1
Elmont	1	Poughkeepsie	9
Franklin Square	1	*Rochester	65
Freeport	2	Rockville Centre	2
Hempstead	16	Schenectady	5
Hicksville	1	*Syracuse	26
Huntington Station	1	Troy	9
Ithaca	2	Utica	13
Jamestown	1	Valley Stream	4
Levittown	1	Watertown	2
Lindenhurst	1	White Plains	46
Long Beach	3	*Yonkers	7
Massapequa	1	Other New York	338

PENNSYLVANIA 1119

*Allentown	19	Morristown	18
Altoona	1	*Philadelphia	491
Bethlehem	8	*Pittsburgh	249
Chester	1	Reading	9
Easton	5	Scranton	8
*Ene	7	State College	2
Harrisburg	47	West Mifflin	1
Johnstown	5	Wilkes-Barre	11
Lancaster	15	Williamsport	6
Lebanon	1	York	11
Monroeville	2	Other Pennsylvania	192
New Castle	3		

C. East North Central 3531(15.0%)

ILLINOIS 1302

Addison	2	Evanston	3
Alton	2	Freeport	1
Arlington Heights	2	Granite City	4
Aurora	4	Highland Park	1
Belleville	12	Joliet	4
Berwyn	2	Kankakee	1
Bloomington	6	Lansing	1
Calumet City	1	Lombard	1
Carbondale	1	Moline	2
Champaign	6	Naperville	2
*Chicago	1014	Niles	1
Danville	6	Normal	1
Decatur	6	Northbrook	3
De Kalb	3	Oak Lawn	1
Des Plaines	1	Oak Park	1
Downers Grove	3	Park Ridge	1
East St. Louis	3	Pekin	1
Elgin	6	*Peoria	20
Elmhurst	3	Quincy	4

ILLINOIS (cont.)

*Rockford	9
Rock Island	2
Schaumburg	2
Skokie	2
Springfield	20
Urbana	4
Waukegan	12
Wheaton	13
Other Illinois	101

INDIANA 367

Anderson	3
Bloomington	11
East Chicago	1
Elkhart	8
*Evansville	9
*Fort Wayne	17
*Gary	3
Hammond	8
*Indianapolis	203
Kokomo	4
Lafayette	6
Michigan City	5
Mishawaka	2
Muncie	4
New Albany	2
Portage	1
*South Bend	18
Terre Haute	3
Other Indiana	58

MICHIGAN 561

*Ann Arbor	11
Battle Creek	4
Bay City	2
Dearborn	6
*Detroit	239
East Lansing	2
Farmington Hills	3
Ferndale	1
*Flint	8
*Grand Rapids	48
Holland	1
Jackson	1
Kalamazoo	9
*Lansing	26
Lincoln Park	1
*Livonia	4
Madison Heights	1
Midland	9
Muskegon	3
Pontiac	13
Port Huron	2
Roseville	1
Royal Oak	4
Saginaw	2
St. Clair Shores	4
Southfield	60
Southgate	1
*Sterling Heights	2
Taylor	1
Troy	13
*Warren	4
Other Michigan	75

OHIO 944

*Akron	51
Barberton	2
Bowling Green	3
Brook Park	1
Brunswick	1
Canton	14
*Cincinnati	118
*Cleveland	266
Cleveland Heights	4
*Columbus	185
Cuyahoga Falls	1
*Dayton	47
East Cleveland	1
Findlay	7
Hamilton	9
Kent	2
Lima	6
Lorain	4
Mansfield	2
Marion	1
Middletown	2
Newark	4
Portsmouth	3
Sandusky	3
Springfield	8
Steubenville	1
Stow	3
Strongsville	1
*Toledo	52
Warren	9
*Youngstown	12
Zanesville	8
Other Ohio	112

WISCONSIN 357

Appleton	8	Menomonee Falls	2
Beiot	4	*Milwaukee	147
Brookfield	2	Oshkosh	5
Eau Claire	4	Racine	3
Fond du Lac	1	Sheboygan	3
Green Bay	6	Superior	2
Janesville	1	Waukesha	9
Kenosha	7	Wausau	5
La Crosse	2	Wauwatosa	1
*Madison	83	Other Wisconsin	59
Manitowoc	1		

D. West North Central 1344(5.7%)

IOWA 145

Burlington	2	Iowa City	7
Cedar Falls	3	Marshalltown	2
*Cedar Rapids	19	Mason City	4
*Davenport	4	Ottumwa	2
*Des Moines	45	Sioux City	5
Dubuque	2	Waterloo	5
Fort Dodge	1	Other Iowa	34

KANSAS 176

Hutchinson	3	Overland Park	5
*Kansas City	20	Salina	4
Lawrence	4	*Topeka	47
Leavenworth	2	*Wichita	41
Manhattan	1	Other Kansas	41
Olathe	7		

MINNESOTA 493

Bloomington	8	Richfield	1
Coon Rapids	4	Rochester	3
Duluth	8	Roseville	3
Edina	8	St. Cloud	11
Mankato	5	St. Louis Park	3
Maplewood	1	*St. Paul	131
*Minneapolis	225	Winona	3
Minnetonka	2	Other Minnesota	74
Moorhead	2		

MISSOURI 391

Blue Springs	2	St. Charles	4
Columbia	4	St. Joseph	3
*Independence	1	*St. Louis	202
Jefferson City	23	*Springfield	19
Joplin	3	Other Missouri	35
*Kansas City	95		

NEBRASKA 86

Grand Island	1	*Omaha	56
*Lincoln	20	Other Nebraska	9

NORTH DAKOTA 42

Bismarck	15	Minot	1
Fargo	9	Other North Dakota	9
Grand Forks	7		

SOUTH DAKOTA 11

Rapid City	1	Other South Dakota	6
Sioux Falls	3		

E. South Atlantic 4104(17.5%)

DELAWARE 64

Dover	7	Other Delaware	4
Wilmington	52		

DISTRICT OF COLUMBIA 1174

*Washington	1100	Other District of Columbia	3

FLORIDA 1057

Boca Raton	10	Melbourne	4
Bradenton	3	*Miami	255
Cape Coral	1	Miami Beach	7
Clearwater	12	North Miami	2
Coral Gables	12	North Miami Beach	6
Coral Springs	5	Ocala	3
Daytona Beach	17	*Orlando	74
Deerfield	1	Panama City	1
Delray Beach	2	Pembroke Pines	1
Dunedin	2	Pensacola	18
*Fort Lauderdale	72	Pompano Beach	8
Fort Myers	13	Riviera Beach	3
Fort Pierce	3	*St. Petersburg	27
Gainesville	32	Sarasota	20
Hallandale	2	Sunrise	4
*Hialeah	5	Tallahassee	68
*Hollywood	11	Tamarac	1
*Jacksonville	68	*Tampa	94
Lakeland	8	Titusville	3
Lake Worth	2	West Palm Beach	48
Lauderhill	1	Other Florida	112

GEORGIA 473

Albany	3	Manetta	3
Athens	8	Rome	3
*Atlanta	292	*Savannah	26
Augusta	12	Valdosta	2
*Columbus	8	Warner Robins	3
*Macon	12	Other Georgia	99

MARYLAND 297

Annapolis	17	Pikesville	1
*Baltimore	153	Randallstown	1
Bethesda	9	Rockville	27
Bowie	1	Silver Spring	5
Catonsville	1	Suitland-Silver Hills	2
Frederick	2	Towson	9
Gaithersburg	4	Woodlawn-Woodmoor	1
Glen Burnie	1	Other Maryland	58
Hagerstown	3		

NORTH CAROLINA 361

Asheville	12	Greenville	7
Burlington	2	High Point	4
Camp le Jeune Central	1	Kannapolis	2
Chapel Hill	14	Kinston	1
*Charlotte	57	*Raleigh	65
*Durham	20	Rocky Mount	4
Fayetteville	13	Wilmington	7
Fort Bragg	2	Wilson	1
Gastonia	3	*Winston-Salem	22
Goldsboro	1	Other North Carolina	91
*Greensboro	30		

SOUTH CAROLINA 142

Charleston	19	North Charleston	1
Columbia	55	Rock Hill	2
Florence	4	Spartanburg	10
Greenville	14	Other South Carolina	37

VIRGINIA 408

*Alexandria	33	*Norfolk	36
Annandale	1	Petersburg	2
*Arlington	29	*Portsmouth	3
Charlottesville	18	*Richmond	89
*Chesapeake	3	*Roanoke	11
Danville	1	Suffolk	1
*Hampton	3	*Virginia Beach	12
Lynchburg	9	Woodbridge-Marumsco	2
*Newport News	7	Other Virginia	146

WEST VIRGINIA 128

Charleston	49	Parkersburg	1
Huntington	5	Wheeling	8
Morgantown	8	Other West Virginia	56

F. East South Central 911(3.9%)

ALABAMA 217

Anniston	3	*Huntsville	7
Bessemer	1	*Mobile	29
*Birmingham	78	*Montgomery	46
Decatur	5	Prichard	1
Dolthan.	3	Selma	2
Florence	5	Tuscaloosa	12
Gadsden	3	Other Alabama	30

KENTUCKY 299

Ashland	3	*Lexington-Fayette	48
Bowling Green	4	*Louisville	115
Covington	7	Owensboro	5
Fort Knox	5	Paducah	4
Frankfort	12	Other Kentucky	95

MISSISSIPPI 126

Biloxi	5	*Jackson	61
Columbus	5	Meridian	1
Greenville	2	Pascagoula	3
Gulfport	8	Vicksburg	1
Hattiesburg	2	Other Mississippi	38

TENNESSEE 269

*Chattanooga	23	*Knoxville	36
Clarksville	3	*Memphis	76
Columbia	1	*Nashville-Davidson	73
Jackson	6	Oak Ridge	4
Johnson City	4	Other Tennessee	35
Kingsport	6		

G. West South Central 2237(9.5%)

ARKANSAS 116

Fayetteville	7	*Little Rock	49
Fort Smith	8	Pine Bluff	1
Jonesboro	2	Other Arkansas	44

LOUISIANA 398

Alexandria	9	*Metairie	13
*Baton Rouge	52	Monroe	4
Bossier City	2	New Iberia	2
Crowley	2	*New Orleans	214
Houma	3	*Shreveport	18
Kenner	1	Slidell	1
Lafayette	24	Other Louisiana	40
Lake Charles	12		

OKLAHOMA 315

Del City	1	*Oklahoma City	194
Edmond	2	Shawnee	3
Enid	8	Stillwater	3
Lawton	3	*Tulsa	37
Midwest City	3	Other Oklahoma	44
Norman	17		

TEXAS 1408

Abilene	5	Brownsville	4
*Amarillo	19	Bryan	5
*Arlington	9	College Station	1
*Austin	95	*Corpus Christi	21
Baytown	2	*Dallas	328
*Beaumont	18	Denton	2

TEXAS (cont.)

*El Paso	23	Nacogdoches	1
Fort Hood	1	Odessa	4
*Fort Worth	39	Pans	1
Galveston	12	*Pasadena	1
Harlingen	3	Richardson	1
*Houston	567	San Angelo	7
Hurst	1	*San Antonio	100
*Irving	1	San Marcos	1
Killeen	1	Sherman	3
Laredo	2	Texarkana	1
Longview	1	Texas City	1
*Lubbock	19	Tyler	5
Lufkin	3	Victoria	2
McAllen	4	*Waco	2
Mesquite	2	Wichita Falls	2
Midland	7	Other Texas	79

H. Mountain Region 1191(5.1%)

ARIZONA 279

Chandler	1	Sierra Vista	2
Flagstaff	4	*Tempe	6
Glendale	1	*Tuscon	45
*Mesa	6	Yuma	1
*Phoenix	192	Other Arizona	14
Scottsdale	5		

COLORADO 412

Arvada	1	Greeley	7
*Aurora	8	*Lakewood	4
Boulder	24	Littleton	7
*Colorado Springs	16	Longmont	1
*Denver	281	Loveland	2
Englewood	14	*Pueblo	2
Fort Collins	5	Westminster	2
Grand Junction	7	Other Colorado	28

IDAHO 80

*Boise City	33	Pocatello	7
Idaho Falls	3	Twin Falls	1
Lewiston	5	Other Idaho	31

MONTANA 69

Billings	16	Missoula	8
Great Falls	4	Other Montana	41

NEVADA 59

Carson City	7	*Reno	19
*Las Vegas	30	Other Nevada	3

NEW MEXICO 121

*Albuquerque	71	Las Cruces	2
Carlsbad	4	Roswell	7
Clovis	1	Santa Fe	25
Farmington	2	South Valley	1
Hobbs	2	Other New Mexico	5

UTAH 166

Logan	1	Provo	8
Ogden	5	*Salt Lake City	136
Orem	4	Other Utah	12

WYOMING 5

Casper	2	Other Wyoming	2
Cheyenne	1		

I. Pacific Region 2608(11.1%)

ALASKA 82

*Anchorage	57	Kenai Peninsular Borough	1
Fairbanks	10	Other Alaska	7
Juneau	6		

CALIFORNIA 1720

Alhambra	3	Orange	1
*Anaheim	2	*Oxnard	6
*Bakersfield	7	Palo Alto	35
*Berkeley	8	*Pasadena	5
Burlingame	5	Pomona	1
Cerritos	5	Redwood City	8
Chula Vista	7	Richmond	3
*Concord	2	*Riverside	9
Daly City	1	*Sacramento	76
Escondido	2	Salinas	1
Fairfield	1	*San Bernardino	4
Fountain Valley	1	*San Diego	155
*Fremont	1	*San Francisco	409
*Fresno	21	*San Jose	57
*Fullerton	1	San Leandro	1
Hawthorne	1	San Mateo	5
Hayward	2	*Santa Ana	14
*Huntington Beach	3	Santa Barbara	4
Inglewood	1	Santa Clara	8
Irvine	3	Santa Monica	11
Lakewood	1	Santa Rosa	5
La Mesa	1	*Stockton	7
*Long Beach	6	*Sunnyvale	3
*Los Angeles	577	*Torrance	3
*Modesto	1	Vallejo	1
Napa	1	Ventura	2
Newport Beach	18	Walnut Creek	11
*Oakland	49	West Covina	1
Oceanside	3	Other California	112
Ontario	1		

HAWAII 130

Hilo	2	Other Hawaii	6
*Honolulu	119		

OREGON 203

Beaverton	3	*Portland	114
*Eugene	24	Salem	28
Medford	4	Other Oregon	29

WASHINGTON 473

Auburn	4	Renton	1
Bellevue	3	Richland	2
Bellingham	3	*Seattle	261
Bremerton	1	*Spokane	44
Everett	7	*Tacoma	55
Fort Lewis	2	Vancouver	8
Kennewick	2	Walla Walla	1
Longview	5	Yakima	8
Olympia	30	Other Washington	35

TABLE ELEVEN
Sex of Respondents*
By Region of Law School Attended and Race

	Non-Minority				Minority			
	Men	Percent	Women	Percent	Men	Percent	Women	Percent
Northeast	5,123	61.2	3,249	38.8	392	53.3	344	46.7
Southeast	3,500	68.6	1,604	31.4	148	55.9	117	44.1
Midwest	4,015	66.8	2,000	33.2	191	61.2	121	38.8
Southwest	1,785	63.9	1,007	36.1	134	63.8	76	36.2
West	1,834	63.1	1,074	36.9	243	59.9	163	40.1
TOTAL	16,257	64.5	8,934	35.5	1,108	57.4	821	42.6

NOTE: Number of NALP Survey Respondents. Percentages add to 100.0 within Non-Minority and Minority categories.
* There were 952 individuals on whom no information was made available on sex or race.

D. Sex and Race of Respondents

1. Sex

Table Eleven above provides a breakdown between male and female NALP respondents, grouped by the region where they attended law school and their racial identification. The table shows the largest concentration of all groups of law students attending law school in the Northeast; the Midwest is the next most populated region for non-minorities. The West is the second most populated region for minorities. The Southeast is the third most populated region for non-minority law students, and the Midwest is third for minority law students.

When looking at Table Eleven, keep several things in mind: there were 33,341 (91.7%) non-minority graduates in 1983, of whom 25,191 (75.5%) are represented in this Table. There were 3,048 (8.3%) minority graduates in 1983, of whom 1,929 (63.3%) are represented in this Table. Placement directors failed to identify 952 of the respondents on whom they provided employment information. Less is known about minority ABA graduates, but the information gap is closing. The regional distribution of law students closely parallels the general population distribution in this country. States where graduates get their first jobs may not be in the most populated regions for new lawyers. For instance, California and Texas attract the second and third most law graduates of all the states, yet these graduates are in the least populated regions--the West and Southwest.

Several other items of note about Table Eleven: when all respondents are compared, minority women are a larger percentage of minority respondents than non-minority women are of non-minority respondents (42.6% vs. 35.5%). This pattern persists in all five regions, with the smallest difference occurring in the Southwest, where 36.2% of the minority respondents are women and 36.1% of the non-minority respondents are women. The largest difference in sexual composition occurs in the Southeast, where 44.1% of the minority respondents are women, but only 31.4% of the non-minorities are women. Overall, in the 1983 class, 36% of the total population is female but, as can be deduced from the information above, a larger percentage of the minority graduates are women than of the non-minority graduates.

2. Race

Table Twelve on page 70 provides a regional breakdown of minority respondents by type of program attended. It also provides the total number, by ethnicity, of all the minority ABA graduates in the class of 1983. Most minority respondents attended law school on a full-time basis.

Extremely strong respondent rates exist for several groups and much weaker rates for others. The largest number of minority respondents in the NALP survey were Black Americans (1,091) principally because the number of black law graduates exceeds by two times that of any other minority group. The largest number of Black Americans attended school in the Northeast (459), while the fewest studied in the Southwest (58). The largest number of Asians or Pacific Islanders attended school in the West (237), while the fewest studied in the Southeast (10). The largest number of Mexican Americans attended school in the Southwest (156), while the fewest studied in the Southeast (1). These distributions appear to be reflective of racial and ethnic population patterns in the country.

Table Twelve also provides a regional breakdown of minority respondents by type of program attended according to the region where they reported employment. Please note that "minorities by law school region" cannot be directly compared with "minorities by employment region" due to the 840 minority respondents who did not report location or who gave a foreign employment address. Comparisons are not possible since the minorities with unknown locations equal almost 40% of our minority respondents.

Table Thirteen represents a schematic of this comparison and deals with the 1,403 minority respondents who both reported employment and its location. Table Thirteen looks at employment patterns first by response rate and then by region. In other words, if you are a Puerto Rican who went to law school in the Northeast, how did you fare in terms of employment in relation to other minorities who went to school in the Northeast? We have little migration information available this year, but we know that most law graduates tend to take initial employment in the general region where they attended law school. Based on our limited data, minority respondents appeared to fare best in the West and the Southwest and least well in the Midwest.

TABLE TWELVE

Minority Respondents By:

Region Where Attended Law School

	Northeast		Southeast		Midwest		Southwest		West		
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	TOTAL
Black American	405	54	226	10	206	27	47	11	102	3	1,091
Mexican American	24	6	1	0	40	3	154	2	64	4	298
Puerto Rican	52	6	7	0	10	1	2	0	3	0	81
Other Hispanic	102	10	69	4	35	3	9	4	30	4	270
Asian or Pacific Islander	132	9	10	0	40	1	17	0	218	19	446
American Indian or Alaskan Native	18	0	10	0	16	0	27	0	9	0	80
TOTAL	733	85	323	14	347	35	256	17	426	30	2,266

Region Where Employed

	Northeast		Southeast		Midwest		Southwest		West		No Location or Foreign		
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	TOTAL
Black American	222	35	134	8	122	16	38	8	71	2	399	36	1,091
Mexican American	18	7	7	0	19	3	93	1	37	3	112	5	305
Puerto Rican	31	5	4	0	2	1	2	0	4	0	31	1	81
Other Hispanic	56	8	49	4	20	1	14	3	24	2	82	7	270
Asian or Pacific Islander	74	7	6	0	12	1	11	0	171	13	143	8	446
American Indian or Alaskan Native	10	0	8	0	14	0	28	0	4	0	16	0	80
TOTAL	411	62	208	12	189	22	186	12	311	20	783	57	2,243

TABLE THIRTEEN

Ethnicity of NALP Respondents Compared with the ABA Minority Population

ABA MINORITY POPULATION - '83		RANKING OF NALP RESPONDENTS (by which groups have the highest response rates)	
1,563	Black Americans	91%	Other Hispanics
533	Asian/Pacific Islanders	84%	Asian/Pacific Islanders
414	Mexican Americans	72%	Mexican Americans
297	Other Hispanics	70%	Black Americans
122	Puerto Ricans	67.2%	American Indians
119	American Indians	66.3%	Puerto Ricans

Regions Where Ethnic Groups Are Most Likely To Find Jobs

MOST LIKELY TO FIND JOB BY REGION	Northeast	Southeast	Midwest	Southwest	West
	Mex-Amer.	Mex-Amer.	Am-Indian	O. Hisp.	P. R.
	O. Hisp.	Am-Indian	Black	Am-Indian	Asian
	P. R.	O. Hisp.	O. Hisp.	P. R.	O. Hisp.
	Asian	Asian/Black	Mex-Amer.	Black	Black
LEAST LIKELY TO FIND JOB BY REGION	Black	P. R.	Asian	Asian	Mex-Amer.
	Am-Indian		P. R.	Mex-Amer.	Am-Ind.

Number of Minorities by Region

# OF MINORITY RESPONDENTS BY REGIONAL LOCATION OF SCHOOL		# OF MINORITY RESPONDENTS BY REPORTED JOB	# OF EMPLOYED MINORITIES BY REGION	RANKING BY REGION
Northeast	818	473	57.8%	(4)
West	456	331	72.6%	(1)
Midwest	382	211	55.2%	(5)
Southeast	337	220	65.2%	(3)
Southwest	273	198	72.5%	(2)

TABLE FOURTEEN

Sex and Race Breakdown of Survey Data
By Respondents Employed and Region of Law School Attended

	Northeast				Southeast				Midwest				Southwest				West			
	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN
Graduates from Schools Participating in NALP Survey	5,882	3,770	536	482	4,064	1,857	220	145	4,733	2,363	241	170	2,075	1,186	181	104	2,422	1,430	315	218
Respondents	5,123	3,249	392	344	3,500	1,604	148	117	4,015	2,000	191	121	1,785	1,007	134	76	1,834	1,074	243	163
Employed*	4,677	2,831	326	278	3,195	1,402	136	98	3,645	1,736	167	103	1,639	876	110	60	1,598	910	197	128
% Employed Based on Number of Participants in NALP Survey with Known Employment Status	(91.3)	(87.1)	(83.2)	(80.8)	(91.3)	(87.4)	(91.9)	(83.8)	(90.8)	(86.8)	(87.4)	(85.1)	(91.8)	(87.0)	(82.1)	(79.0)	(87.1)	(84.7)	(81.1)	(78.5)
% Employed Based on Total Graduates from Participating Schools	(79.5)	(75.1)	(60.8)	(57.7)	(78.6)	(75.6)	(61.8)	(67.6)	(77.0)	(73.5)	(69.3)	(60.6)	(79.0)	(73.9)	(60.8)	(57.7)	(66.0)	(63.6)	(62.5)	(58.7)

*Employed includes legal and nonlegal, full-time and part-time employment. It does not include graduates enrolled in full-time advanced degree programs.

3. Employment Rates of Respondents Grouped by Sex and Race

Table Fourteen on page 72 provides data on the graduates and survey respondents from schools participating in the NALP survey grouped by region, sex, and race. The Northeast region provided the largest number of graduates from participating schools, the largest number of survey respondents, and the largest number of employed respondents. The Northeast's leading position among non-minority men and women and minority men and women is a function of the large number of law schools and law graduates located in this region.

In each region, non-minority male respondents reported higher employment rates than female non-minority respondents. Employment rates among non-minority males ranged from 91.8% in the Southwest to 87.1% in the West. Employment rates among non-minority females ranged from 87.4% in the Southeast to 84.7% in the West. Similarly, in each region, minority male respondents reported employment more frequently than minority female respondents. Employment rates among minority males ranged from 91.9% in the Southeast to 81.1% in the West. Employment rates among minority female respondents ranged from 85.1% in the Midwest to 78.5% in the West. Non-minority respondents, male and female, reported higher employment rates than minority respondents, with the exception of the Southeast and Midwest regions where minority men reported high employment rates. When these comparisons are based on the total graduates from participating schools, rather than only the NALP respondents, these patterns continue to hold true.

Non-minority males have traditionally dominated the entry level legal job market. Since 1970, however, large numbers of women and a smaller number of minorities have entered the profession. Since these members are new, hiring patterns may not show the changes which are likely to occur as a result of their presence in the profession.

It is arguable that the law school socialization process now involves men and women, minorities and non-minorities, learning to work together as professionals, an opportunity not available to those who were educated before the 1970's. The profession's hiring patterns, based on pre-1970's experiences, still reflect that lack of opportunity, especially toward hiring minorities.

One factor which will improve the hiring of minorities is the lowering of the median age of the profession. Many of the new attorneys are people who went to law school with women and minorities and expect to practice with them as well. As Curran reports, "At the beginning of 1980, 42% of the 542,205 lawyers then licensed to practice law were admitted to practice after 1970. And one quarter of all lawyers at the bar had first been admitted since the start of 1975."[10] And where in 1970, the median age of lawyers was between 45 and 46 years, the median age in 1984 is estimated to be 39 years and may go down to 38 years in 1985 (Curran). Half of the profession is 39 or below as of this writing and half is above; the impact of this demographic change is possibly just appearing. Since minorities have entered the profession in much smaller numbers than women, there has been a much smaller population to study. NALP's data gathering is becoming increasingly sophisticated; our response rates from

TABLE FIFTEEN

Sex and Race Breakdown of Survey Data
By Region of Law School Attended
(Percentage with Known Sex and Race)

	Northeast				**Southeast**				**Midwest**				**Southwest**				**West**			
	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN
Graduates from Schools Participating in WALP Survey	55.1	35.3	5.0	4.5	64.7	29.5	3.5	2.3	63.1	31.5	3.2	2.3	58.5	33.5	5.1	2.9	55.2	32.6	7.2	5.0
Respondents	56.3	35.7	4.3	3.8	65.2	29.9	2.8	2.2	63.5	31.6	3.0	1.9	59.5	33.5	4.5	2.5	55.3	32.4	7.3	4.9
Employed	57.7	34.9	4.0	3.4	66.6	29.2	2.8	2.0	64.5	30.7	3.0	1.8	61.0	32.6	4.1	2.2	56.4	32.1	7.0	4.5

Note: These percentages are based on regional totals given in Table Fourteen. Each line within a region adds to 100%.

minorities are increasing each year, and our understanding of their employment experience is improving as a result.

Table Fifteen shows the relationship between response rates among various groups of graduates and their reported employment rates. In each region, for example, non-minority males make up a greater percentage of those responding to the NALP survey than they do of graduates from that region. They also make up a still greater percentage of those reporting employment. A similar, but opposite finding is true for minority graduates. In each region, minority graduates account for a smaller percentage of survey respondents than they do graduates from the region. They also constitute a still smaller percentage of graduates from the region reporting employment.

E. Participating Schools' Employment Rate

TABLE SIXTEEN
Breakdown by Range of the Schools' Overall Employment (Percentage of Respondents from Participating Schools)

OVERALL EMPLOYMENT PERCENTAGE RANGES	NO. OF SCHOOLS REPORTING PERCENTAGES WITHIN THE RANGE	% OF TOTAL OF REPORTING SCHOOLS BY RANGE
95% - 100%	17	11%
90% - 94.9%	62	39%
85% - 89.9%	45	28%
80% - 84.9%	24	15%
75% - 79.9%	8	5%
70% - 74.9%	4	3%

Table Sixteen provides a breakdown of the employment rates reported for individual law schools. Half of the participating law schools reported employment of 90% or higher among their graduates in the Class of 1983. The schools reporting low employment often have a poor response rate to the NALP survey. If a placement director is within the first year of his or her job, it is very hard to have established the credibility and contacts needed to gather all the information requested in the NALP survey. Most law schools do not compel graduates to respond to the NALP survey; consequently, response rates become a function of the placement director's familiarity with the surveying techniques that will work best in his or her particular school.

F. Analyses of Types of Employment

In this section of the Report, we frequently compare employment figures from 1979 to 1983. NALP did not distinguish between full- and part-time employment in its 1979, 1980, and 1981 surveys. In 1982, the NALP survey separated full- and part-time employment, and NALP discovered that these part-time individuals accounted for 3% of the respondents with known employment. In 1982, part-time individuals were still tallied in the employment categories with the full-time respondents. In 1983, NALP again made a distinction between full- and part-time employment; by this year, part-time employment accounted for 4.3% of respondents with known employment status. Unless otherwise indicated, the 1983 figures in the following charts do not include part-time respondents. Since the number of part-time, entry-level attorneys is increasing, their employment experiences will be tracked separately over time by NALP.

Despite the full-time / part-time survey changes, NALP is still able to compare the figures between 1979 and 1983. At this time, the percentage difference, whether including or excluding part-timers, is less than 0.5% by employment category.

1. Private Practice

TABLE SEVENTEEN
Self-Employed Respondents
Five-Year Comparison by Sex and Race
(Percentage of Employed Respondents)

	Men	Women	Minority	TOTAL
1979	5.1	2.7	2.7	4.5
1980	4.4	3.3	3.6	4.1
1981	4.4	3.1	2.2	4.0
1982	4.7	3.2	2.8	4.2
	Non-Minority		Men Women	
1983	4.3	3.0	5.2 2.4	3.9

Many assume that the difficulty in finding entry-level law jobs forces new lawyers to enter solo practice. Our data shows that a very small percentage of new graduates do this. Table Seventeen above provides a five-year comparison of the percentage of self-employed respondents. The highest percentage occurred in 1979 (4.5%) and the lowest occurred in 1981 and 1983 (3.9%). In all five years, men were more likely to be engaged in self-employed private practice than women. However, the 5.2 percent of minority men who reported self-employed private practice is the highest rate in any category for the five-year period. One can speculate as to why this apparent increase in minority male entry into the solo practice area arises. It could be explained by the apparent difficulty minorities have in finding employment in the private practice of law. Although this has been true historically, the 1983 findings suggest that the situation is changing slowly for the better. The number of minorities and non-minorities practicing solo is small, however, and has not fluctuated greatly despite the rather large variations in economic conditions in the last five years. If any change could be said to be taking place, it suggests that the total percentage of law graduates going solo is declining.

The entry-level rate of participating in solo practice varies greatly from what happens later on in a lawyer's career. Curran states that "49% of all private practitioners are in solo practice."[11] So it can thus be predicted that many of the graduates who joined established practitioners for their first jobs will eventually establish their own independent practice. As law is an apprentice model profession, it is probably best for consumers that entry-level graduates have the opportunity to work first with those more experienced.

In Table Eighteen, which is divided into the new regional categories NALP will employ in future reports, variations by region, firm size, sex, and race can be seen. Only full-time respondents are tallied in this table, and the number of people, particularly with respect to minorities, is very small. Self-employment, discussed above, was most common in the West South Central region, where 6.7% of all employed respondents reported self-employment, with at least 6% of each subgroup engaged in solo private practice. Among non-minority respondents, men were more likely to be engaged in self-employed private practice than women, with the exception of the South Atlantic region. Among minority respondents, men were also more likely to be engaged in self-employed private practice than women, with the exception of the Pacific region. What is most readily apparent is that more respondents report employment in the 2-10 (very small) size firm than in any other category. This finding is consistent with those of other years and true particularly for non-minority respondents in each region. Among minority respondents, the pattern is true in all regions except the Middle Atlantic where, for both men and women, the most frequent site for private law practice is in firms with over 100 attorneys. Also in the New England region, minority women are most frequently employed in firms with over 100 attorneys. Non-minority men were more likely to work in firms with between 2 and 10 attorneys than were their female counterparts, except again, in New England. For minority respondents, only the South Atlantic and Mountain regions had a greater percentage of women reporting employment in 2-10 sized firms than men.

The very small size (2-10) is the single largest employment source for all groups and in almost all regions. Why is this so? Simple demographics govern here. Firms in this size range constitute the second most prevalent model in the private practice of law (solo practice representing the most common model). It stands to reason, therefore, that it could hire more entry level lawyers than any of the other models. These firms tend not to interview on law school campuses, and tend not to have the higher profile of their larger counterparts. Law placement directors and their students, therefore, must seek these smaller firms out, thus identifying, and sometimes even creating, the opportunity that results in employment.

When very large firms with over 100 attorneys are examined, non-minorities are more likely to be employed than minorities, except in New England. Also, a greater percentage of non-minority women report employment than non-minority men. In contrast, no consistent pattern emerges among minority men and women respondents employed in very large firms.

Overall, non-minority men and women lead minority men and women in gaining private practice employment. Only in the West South Central and Pacific regions do over half of the minorities report private practice employment. No minority women reported private law practice in the East South Central region; only 26.7% reported this employment in the West North Central region, and 29% in the East North Central region. Nonetheless, for all respondent groups, private practice still constituted the most frequently reported employment.

From 1979 to 1983 the overall percentage of respondents employed in the private practice of law grew from 53.8% to 58.9%. While this is not a particularly dramatic increase, especially if one focuses on non-minority men, it represents a change from the pre-1979 employment patterns for women and minority respondents. The five-year private practice table (Table Nineteen) reveals a gradual and ultimately substantial increase in the percentage of women and minorities finding employment. The elasticity of this part of the private practice sector continues to surprise entry-level employment researchers.

TABLE EIGHTEEN

Private Practice - Size of Firm - By Region, Sex, and Race

(Percentage of Employed Respondents)

	New England					Middle Atlantic					East North Central					West North Central				
Size of Firm	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Self Employed	3.3	2.5	3.1	0.0	3.7	1.9	1.5	2.6	0.7	1.8	6.2	3.7	9.3	0.0	5.6	6.8	3.7	7.1	0.0	5.7
Very Small 2-10	27.9	29.0	15.6	10.0	27.7	19.9	18.4	10.3	9.2	18.6	25.5	24.1	13.4	11.3	24.3	29.1	23.7	21.4	13.3	26.6
Small 11-25	7.3	6.0	3.1	5.0	6.5	6.9	7.4	4.5	2.1	6.7	8.4	7.2	4.1	4.8	8.1	11.0	8.0	7.1	0.0	9.8
Medium 26-50	5.9	6.3	3.1	5.0	5.6	5.9	4.8	3.9	3.5	5.3	6.6	5.4	5.2	1.6	6.1	6.3	7.1	10.7	0.0	6.4
Large 51-100	4.8	3.5	3.1	5.9	3.9	6.2	7.9	5.2	7.0	6.7	5.5	5.4	2.1	1.6	5.1	4.9	6.6	10.7	0.0	5.5
Very Large Over 100	5.3	5.8	9.4	15.0	5.1	14.5	17.0	19.4	14.1	15.2	8.6	10.8	11.3	8.1	9.0	3.5	4.4	0.0	13.3	3.8
Unidentified	2.4	1.5	0.0	5.0	2.2	4.1	3.4	3.9	2.8	3.8	2.3	1.9	2.1	1.6	2.1	2.4	0.7	0.0	0.0	2.1
TOTAL	56.9	54.5	37.5	45.0	54.7	59.3	60.3	49.7	39.4	58.2	63.2	58.5	47.4	29.0	60.2	63.9	54.1	57.1	26.7	60.0
TOTAL # OF RESPONDENTS IN PRIVATE PRACTICE	527	284	12	9	905	1667	992	77	56	2849	1351	598	46	18	2129	552	222	16	4	810

	South Atlantic					East South Central					West South Central					Mountain					Pacific				
Size of Firm	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Self Employed	3.2	3.3	5.7	2.5	3.3	6.2	6.0	7.1	0.0	6.0	6.5	6.1	11.8	11.8	6.7	5.2	2.5	11.8	0.0	4.5	3.6	1.3	1.7	4.5	2.8
Very Small 2-10	26.3	21.1	17.1	21.7	24.0	36.3	26.6	21.4	0.0	33.0	26.9	21.5	32.9	27.5	25.4	26.9	25.8	21.6	26.9	26.3	20.3	17.9	18.2	13.4	19.4
Small 11-25	9.4	7.5	4.0	0.8	8.2	9.6	10.7	0.0	0.0	9.5	11.7	9.5	6.6	2.0	10.7	9.6	11.9	5.9	0.0	10.0	10.9	11.1	5.5	11.6	10.6
Medium 26-50	5.4	4.8	4.6	3.3	5.2	6.9	7.3	7.1	0.0	6.9	8.3	7.0	9.2	2.0	7.8	8.8	5.3	5.9	0.0	7.3	10.5	7.8	7.7	9.8	9.4
Large 51-100	5.0	3.8	5.1	4.2	4.6	4.0	3.4	0.0	0.0	3.7	5.7	5.0	1.3	0.0	5.2	7.2	6.6	7.8	7.7	7.1	8.0	10.2	7.7	8.9	8.5
Very Large Over 100	6.0	6.1	8.0	2.5	6.0	0.0	0.4	0.0	0.0	0.1	7.7	9.1	6.6	0.0	7.9	4.8	5.3	2.0	3.8	4.8	12.5	12.5	8.3	9.8	11.8
Unidentified	3.1	2.7	1.7	0.8	2.8	3.2	2.6	0.0	0.0	3.0	2.9	4.8	5.3	2.0	3.6	3.3	3.6	2.0	0.0	3.5	4.0	4.5	3.3	2.7	4.4
TOTAL	58.4	49.3	46.3	35.8	54.1	66.2	57.1	35.7	0.0	62.3	69.7	63.1	73.7	45.1	67.3	66.0	60.9	56.9	38.5	63.5	69.6	65.2	52.5	60.7	67.0
TOTAL # OF RESPONDENTS IN PRIVATE PRACTICE	1446	630	81	43	2223	429	133	5	0	568	1036	457	56	23	1578	493	220	29	10	762	1051	537	95	68	1836

TABLE NINETEEN

Private Practice
Five-Year Comparison by Sex, Race, and Size of Firm
(Percentage of Employed Respondents)

	1979				1980				1981				1982				1983				
Size of Firm	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Self-Employed	5.1	2.7	2.7	4.5	4.4	3.3	3.6	4.1	4.4	3.1	2.2	4.0	4.7	3.2	2.8	4.2	4.3	3.0	5.2	2.4	3.9
Very Small 2-10	22.9	17.5	8.5	21.7	23.9	17.5	10.5	22.4	24.2	20.0	12.9	22.9	23.5	20.0	15.5	22.4	24.5	21.4	16.5	15.4	22.9
Small 11-25	8.7	5.8	2.3	8.1	8.5	7.2	3.1	8.2	9.5	7.8	5.1	9.0	8.7	7.3	4.9	8.3	9.0	8.3	4.7	3.7	8.4
Medium 26-50	4.5	4.6	2.0	4.5	5.1	5.3	2.2	5.2	6.5	5.5	3.8	6.2	6.5	5.5	3.5	6.2	6.8	5.7	5.5	3.9	6.3
Large 51-100*	6.6	8.7	12.7	7.0	9.2	10.3	7.5	9.5	11.8	13.9	9.0	12.5	5.8	6.3	4.3	5.9	5.6	6.0	4.7	4.9	5.6
Very Large Over 100													8.4	9.2	9.3	8.7	8.2	9.8	9.0	7.3	8.6
Unidentified	8.4	5.8	4.9	7.9	5.5	4.8	5.3	5.3	3.5	2.6	3.2	3.2	2.9	2.8	3.3	2.9	3.2	3.1	3.6	3.7	3.3
TOTAL	56.2	45.0	33.2	53.8	57.2	48.2	32.3	54.7	59.8	52.9	36.1	57.6	60.4	54.2	43.5	58.5	61.6	57.3	49.3	40.6	58.9

* Until 1982, all firms with 51 or more attorneys were placed in the "large" category.

Note: The percentages in this chart are based on totals including students who are employed but with job category not identified. The percentages *exclude* those who are pursuing an advanced degree.

2. Public Interest

Figure One on page 82 describes the five year employment pattern of employed respondents working in public service and public interest jobs. Typically these jobs are, paradoxically, both low paying and highly sought after by law school graduates. They are also scarce as funding to support the non-profit kinds of legal work performed in these environments is difficult to obtain. Some of these organizations were products of the 1960's and of the generosity of the Ford and other foundations. When such money became unavailable, public service - public interest organizations sought other means of funding, ranging from governmental to subscriber support. Examples of such organizations are the Center for Law in the Public Interest, located in Los Angeles, and the National Audubon Society.

Public interest employment in Figure One includes positions as public defenders and in legal service organizations. As Figure One shows, the percentage of employed respondents working in this sector from the Class of 1983 is the same as for the Class of 1982; these past two years have the lowest percentage in the five-year period. The percentage of women and minority respondents working in these jobs reached a five-year low for the Class of 1983, while the percentage of men so employed is slightly higher than last year. In each year, the highest percentage of employed respondents working in public service - public interest jobs occurred among minority respondents. Similarly, a greater percentage of women compared to men worked in such positions in every one of the five years. It is not unusual for employers in public service - public interest environments to attempt to balance their lawyer population racially and sexually. It is hard to determine whether there is more turnover among women and minorities than among men in this sector, thus creating more opportunity for women and minorities. However, hiring patterns (and possibly goals) in this sector can be compared to the government's since both sets of employers are hiring, in percentage terms, more women and minorities than men.

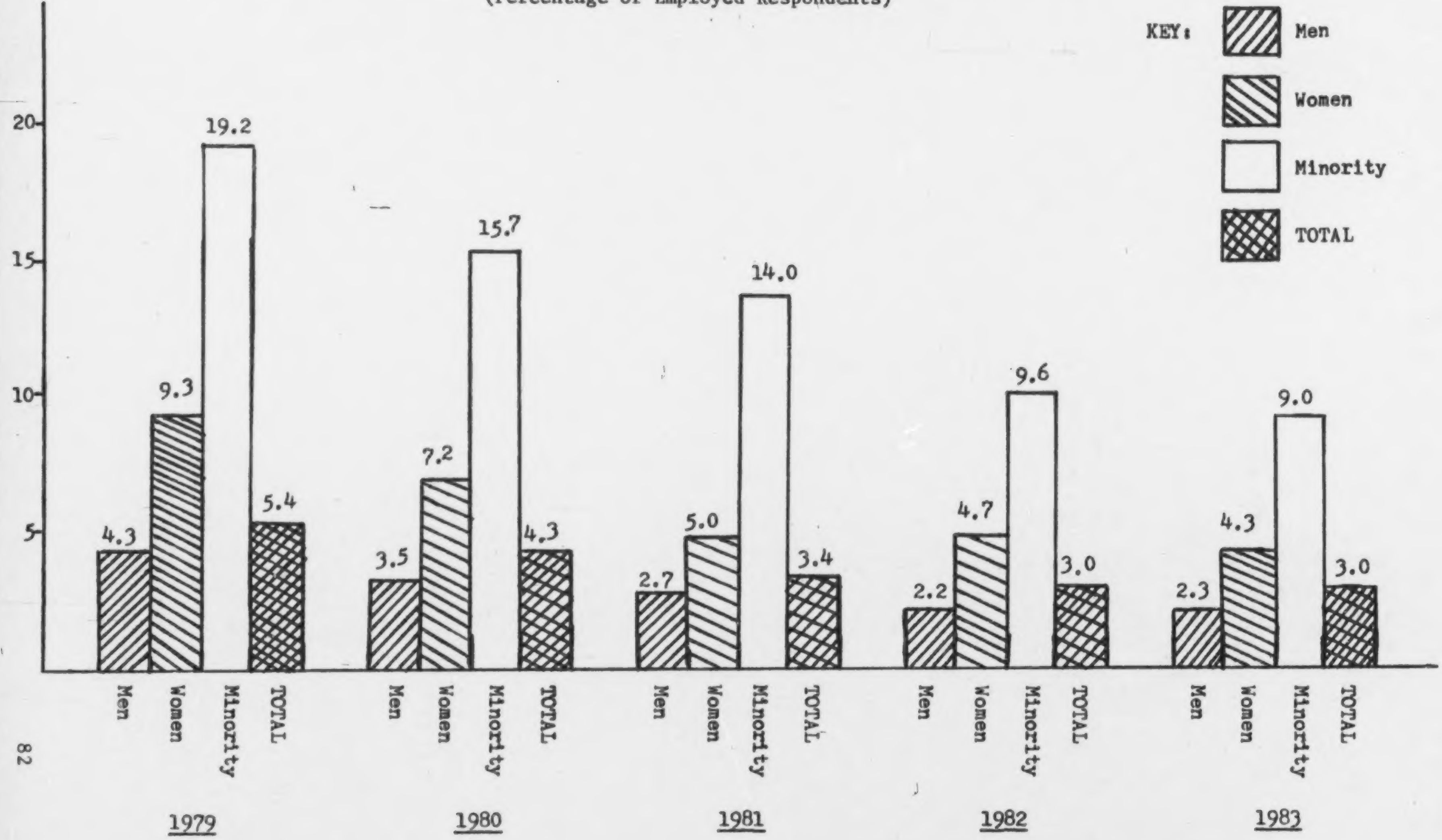
3. Business Concerns

Distinctions should be made between employers who are more likely or less likely to hire on the entry level and whether these employers hire from on-campus interviews. Law firms and some government agencies are the most likely employers to recruit directly on campus. Representatives from business concerns are less likely to do so. Generally, if a hiring vacancy exists, it would not be cost-effective to visit law schools to fill just one slot. Thus, only a small percentage of employers are from business concerns, even at law schools with fairly large interviewing programs.

In the area of legal positions in business, employers are less likely than law firms, government, and judges to hire entry level due to the generally small staffed legal departments. The reason for fewer entry level hires in business is training. If lawyers employed

FIGURE ONE

Public Interest Employment
Five-Year Comparison by Sex and Race
(Percentage of Employed Respondents)



Note: The percentages in this chart are based on figures which include students who are employed but with job category not identified. The percentages exclude those who are pursuing an advanced degree.

by a business concern are either too specialized or too busy, the entry level attorney cannot receive the degree of supervision and training generally thought to be required. Thus, there is less entry level hiring in this sector than one might expect, despite the fact that many lawyers are employed by corporations, banks, and other American industries.

Table Twenty on page 84 shows the percentage of employed respondents working in business concerns in each region. According to this table, non-minority men are more likely to be working in business concerns than non-minority women. No pattern emerges for minorities where approximately the same number of men and women enter the business field.

The NALP survey distinguishes between legal and non-legal jobs in business and finds that more respondents are working in legal, as opposed to non-legal, positions in all regions except the East South Central and Pacific regions. According to Table Twenty, a greater percentage of graduates is employed in business in the Eastern and North Central regions of the country where many of our corporations are headquartered.

A five-year comparison of employment in business concerns is provided in Table Twenty-One on page 85. The percentage of employed respondents working in legal positions in business concerns is the lowest in five years. This is the result of a steady decrease from 7.5% in 1979 to 5.7% in 1983, of respondents reporting employment in business concerns. It is difficult to know why this decrease, affecting non-minority men more than other reporting groups, has occurred. However, during the five-year period when the decrease in legal positions in business has occurred, the percentage of respondents in non-legal business employment has increased from 2.8% in 1979 to 4.4% in 1982 and 1983.

A greater percentage of male respondents reported working in business concerns than did female respondents, as is consistent with many other employment areas. It should be noted that the percentage of women and minority respondents reporting legal employment in business concerns is at a five-year low. But, in contrast, more minority men reported being employed in non-legal business concerns than in legal positions in business; this is the first such pattern for any subgroup in the five-year period.

Business positions are further categorized by employment in corporations, accounting firms, insurance companies, and banks or financial institutions. The percentage of students employed in these categories is listed in the employment data reports in the Appendix.

TABLE TWENTY

Employment in Business Concerns By Region, Sex, and Race (Percentage of Employed Respondents)

	New England					**Middle Atlantic**					**East North Central**					**West North Central**				
Type of Position	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Legal	9.2	7.1	3.1	10.0	8.2	7.9	6.8	9.0	7.0	7.4	7.9	7.1	7.2	6.5	7.7	5.9	7.3	0.0	6.7	6.2
Non-Legal	6.6	3.6	9.4	5.0	5.7	5.5	2.3	6.5	3.5	4.5	6.9	3.2	6.2	4.8	5.9	5.6	2.2	3.6	13.3	4.5
TOTAL	15.8	10.7	12.5	15.0	13.9	13.4	9.1	15.5	10.6	12.0	14.8	10.4	13.4	11.3	13.5	11.5	9.5	3.6	20.0	10.7
TOTAL # OF RESPONDENTS IN BUSINESS CONCERNS	146	56	4	3	230	376	149	24	15	585	317	106	13	7	478	99	39	1	3	145

	South Atlantic					**East South Central**					**West South Central**					**Mountain**					**Pacific**				
Type of Position	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Legal	4.8	3.3	2.3	2.5	4.2	3.1	2.1	0.0	16.7	3.0	4.6	4.1	3.9	7.8	4.5	4.6	2.2	3.9	0.0	3.7	3.6	3.8	3.9	3.6	3.8
Non-Legal	2.5	1.6	1.7	4.2	2.3	6.9	3.4	14.3	16.7	6.3	4.9	3.0	2.6	2.0	4.2	3.2	0.6	2.0	0.0	2.3	5.9	2.3	8.3	2.7	4.7
TOTAL	7.3	4.9	4.0	6.7	6.5	10.0	5.6	14.3	33.3	9.2	9.5	7.2	6.6	9.8	8.7	7.9	2.8	5.9	0.0	6.0	9.5	6.1	12.2	6.3	8.4
TOTAL # OF RESPONDENTS IN BUSINESS CONCERNS	182	63	7	8	267	65	13	2	4	84	141	52	5	5	203	59	10	3	0	72	143	50	22	7	231

TABLE TWENTY-ONE

Employment in Business Concerns
Five-Year Comparison by Sex and Race
(Percentage of Employed Respondents)

	1979				1980				1981				1982				1983				
Type of Position	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Legal	7.8	6.2	5.5	7.5	7.4	7.0	5.8	7.3	7.1	7.0	7.7	7.1	6.2	5.2	6.1	5.9	5.9	5.2	4.8	5.4	5.7
Non-Legal	3.2	1.5	2.1	2.8	3.3	2.2	2.8	3.1	4.5	2.4	3.7	3.8	5.0	3.1	4.9	4.4	5.3	2.4	5.0	4.1	4.4
Unidentified	0.2	0.2	0.3	0.2	0.5	0.4	0.6	0.5	0.4	0.3	0.2	0.3	0.3	0.2	0.3	0.3	0.1	0.1	0.1	0.1	0.0
TOTAL	11.2	7.9	7.9	10.5	11.3	9.7	9.2	10.9	12.0	9.7	11.6	11.2	11.5	8.5	11.4	10.6	11.3	7.7	9.9	9.6	10.1

(Percentages may not add to TOTAL due to rounding.)

Note: The percentages in Tables Twenty and Twenty-One are based on figures which include students who are employed but with job category not identified. The percentages exclude those who are pursuing an advanced degree.

4. Government

The employment categories in Tables Twenty-Two and Twenty-Three do not include judicial clerks and public service-public interest attorneys since these categories are being tracked separately over time.

Legal, as opposed to non-legal positions, continue to account for the bulk of respondents reporting government employment; this finding is true for all subgroups and in all regions. Table Twenty-Two indicates how these respondents are spread throughout the country. In this table, we find that the South Atlantic region had the highest (20.7%) percentage of respondents in all groups working in government. Predictably, Washington, D.C., is located in the South Atlantic region. This region and the East North Central region had the highest percentage of minority respondents working in government.

In the 1983 class, 11.4% of the respondents reported they were employed by the government in full- or part-time jobs. This figure combines local, state, federal, and other levels of government employment. Full-time federal employment accounts for 39% of the entry-level government attorneys; state government accounts for 31%, and local government accounts for 27%. The percentages of students employed in these levels of government and their job categories (administrative agency, military, prosecution, other, and not identified) are listed in the employment data reports in the Appendix.

The Curran data is useful for comparison to the NALP data. Curran states that 9% of all lawyers are in government, with 1/3 on the federal and 2/3 at the state and local level. This similarity in government entry and post-entry level employment is in contrast to the shifts which take place in private practice on the entry and post-entry levels. Although growth in government employment did not occur at the entry level, Curran reports an overall increase in government hiring from 1970 to 1980. Curran indicates that federal government hiring increased by 44% in the 1970's and that state and local government hiring expanded by 138%. Of the federal lawyers, 58% are located in Washington, D.C. Prosecuting attorneys are the largest single group of state and local government lawyers.[12]

Table Twenty-Three describes entry-level government hiring over the last five years by race and sex. In each of the five years, government service was more prevalent among minority respondents than among female respondents, who were, in turn, more likely than male respondents to be working in the government. However, compared with 1979, the percentage of each group working in the government has declined.

TABLE TWENTY-TWO

Employment in Government
By Region, Sex, and Race
(Percentage of Employed Respondents)

Type of Position	New England					Middle Atlantic					East North Central					West North Central				
	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Legal	9.1	6.5	25.0	15.0	9.4	8.8	9.7	14.8	19.7	9.7	8.0	10.3	19.6	22.6	9.6	6.9	11.3	10.7	13.3	8.8
Non-Legal	3.1	2.5	0.0	0.0	3.2	2.0	0.7	1.9	1.4	1.6	1.8	1.5	1.0	0.0	1.6	1.7	1.0	0.0	6.7	1.6
TOTAL	12.2	9.0	25.0	15.0	12.6	10.8	10.3	16.7	21.1	11.3	9.9	11.7	20.6	22.6	11.3	8.7	12.2	10.7	20.0	10.4
TOTAL # OF RESPONDENTS IN GOVERNMENT	113	47	8	3	208	304	172	26	30	555	211	120	20	14	399	75	50	3	3	140

Type of Position	South Atlantic					East South Central					West South Central					Mountain					Pacific				
	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Legal	17.1	19.3	18.9	29.2	18.4	5.7	10.3	7.1	8.3	7.1	6.5	9.3	7.9	13.7	7.5	8.6	7.8	13.7	15.4	8.8	5.9	8.8	12.2	15.2	7.8
Non-Legal	1.6	1.3	9.1	4.2	2.0	1.4	0.4	7.1	0.0	1.3	1.1	0.6	2.6	2.0	1.0	0.8	0.6	2.0	3.8	0.8	1.4	0.7	0.6	0.9	1.1
TOTAL	19.0	21.8	29.7	33.3	20.7	7.1	10.7	14.3	8.3	8.3	7.5	9.9	10.3	15.7	8.5	9.5	8.3	15.7	19.3	9.7	7.4	9.5	12.7	16.1	8.9
TOTAL # OF RESPONDENTS IN GOVERNMENT	470	279	52	40	849	46	25	2	1	77	112	72	8	8	200	71	30	8	5	116	111	78	23	18	244

Note: These percentages do not include judicial clerks or public service-public interest employment since these job categories are included on separate charts. These percentages do include military positions.

TABLE TWENTY-THREE

Employment in Government
Five-Year Comparison by Sex and Race
(Percentage of Employed Respondents)

	1979				1980				1981				1982				1983				
Type of Position	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Legal	12.6	18.1	25.1	13.8	11.8	16.5	23.7	12.9	10.0	12.4	21.2	10.8	8.6	11.1	15.3	9.4	-	-	-	-	-
Non-Legal	0.9	0.5	0.7	0.8	1.0	0.8	2.7	1.0	1.2	0.9	1.0	1.1	1.3	1.3	2.0	1.3	-	-	-	-	-
Unidentified	0.1	0.1	0.1	0.1	0.1	0.1	0.5	0.1	0.1	0.1	0.1	0.1	0.03	0.01	0.1	0.03	-	-	-	-	-
TOTAL	13.6	18.8	26.0	14.7	12.9	17.3	26.8	13.9	11.3	13.4	22.4	12.0	9.9	12.4	17.4	10.7	9.6	11.9	16.3	19.9	11.1

NOTE: These percentages from 1979 to 1983 do not include judicial clerkships, public service-public interest employment, or military employment.

The percentages in Table Twenty-Two and Twenty-Three are based on total figures which include students who are employed but with job category not identified. The percentages exclude those who are pursuing an advanced degree. Percentages may not add to the TOTAL percentage due to rounding.

5. Judicial Clerkships

Tables Twenty-Four and Twenty-Five describe the judicial clerkship employment picture by region, sex, race, and type of clerkship over time. In the last five years, the percentage of entry-level respondents seeking and accepting clerkships has grown. In 1979 NALP reported that 9.8% of all respondents accepted these jobs and by 1983 that percentage had grown overall to 11.8% of full-time respondents.

The significance of judicial clerkships is that, depending on the prestige of the judge and the level of the court on which the judge sits, they can open a world of both opportunity and professional erudition to a new lawyer. Particularly on the federal level and in scattered judgeships throughout the country, these opportunities are sought by some of the country's most well-qualified law students a year before they graduate from law school. For these most select clerkships, as well as for many others, students must present evidence of scholarship in the form of high grades, evidence of well-developed writing ability and analytical skill in the form of law review, other law school journal involvement and/or writing samples, and references from those who have come in contact with the student's legal work (professors and/or employers) endorsing him/her highly. Typically the student, after all these qualifications have been judged on paper to "fit," must then interview with the judge (at the student's expense). This personal interview determines the compatibility between judge and student that is needed for them to work effectively together. If the compatibility exists, an offer may be made on the spot.

Judicial clerkships, like judgeships, were formerly the domain of those who were both white and male, but gradually this is changing on both the clerk and the judge level. And the process, though still quite competitive on all levels, is opening to admit a broader range of credentials than those described above.

From 1979 to 1983, the percentage of NALP male respondents (minority and non-minority) who became judicial clerks increased only slightly, from 9.3% to 10.1%. During that same period, the percentage of women (minority and non-minority) accepting clerkships increased by 2.7%, or from 11.4% to 14.1%. Of special note is the increased minority access to judicial clerkships: in 1979 only 4.9% of the minority respondents reported employment as judicial clerks, and by 1983 the percentage doubled to 9.8%. This has both short- and long-term significance: short-term, the proximity to the judge for a year or two confers derived prestige to the clerk, training in analytic and writing skills, exposure to good and bad lawyering in an environment that must, of necessity, take note of the difference, and exposure to how the world of courts actually works. Most of this, short-term, translates into increased professional exposure and opportunity for the clerk. If the judge is well connected, he or she can help the clerk seek employment. In many cases the mere fact of a clerkship, on whatever level, is helpful. This is probably most true for minorities and women. Long-term implications of greater access to judicial clerkships may not surface for some years, since the trend is so recent. It is likely to result in a more diverse group of lawyers who seek to be judges, and because of their experience in that milieu, will possess some of the tools and connections to make that happen.

Some interesting findings from Table Twenty-Four are that:

1. Local clerkships were the least frequently reported employment in all regions.
2. More non-minority women reported clerkships in each region than did their male counterparts; the pattern was not as consistent between minority men and women.
3. The Mountain region had the highest percentage of employed respondents with judicial clerkships (15.7%) and the East North Central the lowest (9.0%).
4. The South Atlantic region, which includes Washington, D.C., and the East South Central region,had a higher percentage of respondents in federal as opposed to state clerkships. All the other regions had a higher percentage of respondents in state clerkships.

Table Twenty-Five provides a five year comparison of judicial clerkships by sex, race, and type of clerkship. As noted earlier, the percentage of respondents obtaining clerkships has risen steadily from 1979 to 1983.

6. Academic

The amount of entry-level hiring for academic positions has always been quite small and there are no indicators of change in the foreseeable future. Some contemporary law students already possess one or more advanced degrees prior to law school and intend to return to teaching upon receipt of their degree. Often they hope not to teach in their former area but to shift and thus utilize their law degree. That jobs are not plentiful in academics right now can be seen readily from Table Twenty-Six. There remains a core of jobs available entry-level each year within law schools. These are generally positions teaching legal writing and research skills to first-year students. The pay is generally quite low, and the appointment usually lasts for no more than one year; it is likely that many of those accounted for in Table Twenty-Six took such positions.

TABLE TWENTY-FOUR

Judicial Clerkships
Sex, Race, Region, and Type of Clerkship
(Percentage of Employed Respondents)

	New England					**Middle Atlantic**					**East North Central**					**West North Central**				
Type of Clerkship	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Federal	3.7	4.4	6.3	5.0	3.7	3.1	4.2	2.6	2.8	3.4	3.5	4.4	4.1	8.1	3.8	4.4	5.9	7.1	6.7	5.0
State	6.8	13.6	12.5	10.0	8.8	6.5	7.8	2.6	7.0	7.1	3.8	5.3	1.0	1.6	4.2	5.9	10.2	3.6	6.7	7.3
Local	0	0	0	0	0	1.4	1.8	0	0	1.5	0.6	0.8	1.0	1.6	0.6	1.0	2.2	3.6	0	1.4
Other	0.3	0.2	0	0	0.2	0.6	0.9	0	0	0.6	0.3	0.7	0	0	0.4	0.3	0.2	0	6.7	0.4
TOTAL	10.8	18.2	18.8	15.0	12.8	11.6	14.7	5.2	9.9	12.6	8.2	11.1	6.2	11.3	9.0	11.7	18.6	14.3	20.0	14.0
TOTAL # OF RESPONDENTS IN JUDICIAL CLERKSHIPS	100	95	6	3	211	326	241	8	14	618	175	114	6	7	319	101	76	4	3	189

(Percentages may not add to TOTAL due to rounding.)

	South Atlantic					**East South Central**					**West South Central**					**Mountain**					**Pacific**				
Type of Clerkship	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Federal	6.4	7.8	1.1	3.3	6.5	6.5	12.4	14.3	0	8.0	3.7	4.3	3.9	5.9	3.9	3.5	8.3	5.9	7.7	5.1	4.6	3.9	6.6	3.6	4.4
State	3.7	7.0	5.7	2.5	4.8	5.6	6.9	7.1	16.7	6.0	3.0	6.6	1.3	3.9	4.1	7.5	11.6	3.9	11.5	8.8	4.5	8.0	8.3	3.6	5.7
Local	0.2	0.5	0	0	0.3	0.2	0	0	0	0.1	0.3	0.4	0	2.0	0.3	0.8	0.8	0	3.8	0.8	0.6	1.0	0	0	0.6
Other	0.8	1.0	0	0	0.8	0.9	1.7	0	0	1.1	2.5	3.7	0	2.0	2.8	1.1	1.1	0	0	0.8	0.3	0.2	0	0	0.2
TOTAL	11.1	16.4	6.9	5.8	12.4	13.1	16.7	21.4	16.7	15.3	9.5	15.1	5.3	13.7	11.1	12.9	21.9	9.8	23.1	15.7	10.0	13.1	13.8	7.1	10.9
TOTAL # OF RESPONDENTS IN JUDICIAL CLERKSHIPS	276	210	12	7	509	85	39	3	2	139	141	109	4	7	261	96	79	5	6	188	151	108	25	8	300

TABLE TWENTY-FIVE

Judicial Clerkships
Five-Year Comparison by Sex, Race, and Type of Clerkship
(Percentage of Employed Respondents)

Type of Clerkship	1979				1980				1981				1982			
	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL
Federal	3.6	4.2	1.9	3.7	3.7	4.9	3.1	4.0	3.7	4.4	2.2	3.9	4.2	5.2	4.0	4.5
State or Local	5.3	6.8	2.7	5.7	5.4	6.8	3.9	5.7	5.1	9.0	6.0	6.4	5.2	8.4	5.5	6.2
Unidentified	0.4	0.5	0.3	0.4	0.4	0.2	0.6	0.4	0.1	0.1	0	0.1	0.1	0.2	0.1	0.1
TOTAL	9.3	11.4	4.9	9.8	9.5	11.9	7.6	10.1	8.9	13.5	8.7	10.4	9.4	13.8	9.6	10.8

	1983				
	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	TOTAL
Federal	4.2	5.4	4.2	4.2	4.5
State	4.8	7.9	4.5	4.7	5.8
Local	0.6	0.9	0.3	0.8	0.7
Other	0.8	1.1	0.9	1.1	0.9
TOTAL	10.5	15.3	9.9	10.9	11.8

Note: The percentages in Tables Twenty-Four and Twenty-Five are based on total figures which include students who are employed but with job category not identified. The percentages exclude those who are pursuing an advanced degree. Percentages may not add to the TOTAL percentage due to rounding.

TABLE TWENTY-SIX

Academic Positions
Five-Year Comparison by Sex, Race, and Type of Academic Position
(Percentage of Employed Respondents)

Type of Academic Position	1979				1980				1981				1982				1983				
	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Men	Women	Minority	TOTAL	Non-Minority MEN	Non-Minority WOMEN	MINORITY Men	MINORITY Women	TOTAL
Law School Faculty, Administration, Law Librarian	0.5	0.9	0.5	0.6	0.4	0.8	0.4	0.5	0.3	0.6	0.8	0.4	0.3	0.7	0.2	0.4	0.3	0.7	0.8	0.8	0.4
Other Higher Education Position	-	-	-	-	-	-	-	-	0.6	0.6	0.8	0.6	0.5	0.7	1.0	0.6	-	-	-	-	-
Other	1.0	1.2	1.9	1.0	1.2	1.3	1.9	1.2	0.3	0.5	0.6	0.3	0.3	0.5	0.5	0.4	0.6	0.8	1.5	1.6	0.8
TOTAL	1.5	2.1	2.4	1.7	1.6	2.1	2.3	1.7	1.2	1.7	2.1	1.3	1.1	1.9	1.8	1.3	0.9	1.5	2.3	2.4	1.2

Note: These percentages are based on total figures which include students who are employed but with job category not identified. The percentages exclude those who are pursuing an advanced degree. Percentages may not add to the TOTAL percentage due to rounding.

III. RESPONDENT DATA BY ETHNICITY

Respondent Data by Ethnicity

A. Introduction

Because the employment experience for minority respondents appears to be substantially different, at least in terms of outcome, from that of non-minority respondents, this section will treat their experience separately in an effort to better understand these differences. Because of this, there may be repetition, in terms of content, between this and other previous sections for the sake of clarity, comparison, or emphasis.

In 1983, ABA-accredited law schools had 36,389 graduates, of whom 3,048 or 8.4%, were members of minority groups. The 3,048 minority graduates showed the following distribution:

TABLE TWENTY-SEVEN
Ethnicity of the ABA Minority Graduates Compared to NALP Respondents

ALL ABA MINORITY GRADUATES			ALL NALP MINORITY RESPONDENTS	
Ethnicity	ABA Number	ABA % of Total Minority Grads	NALP Number	NALP / ABA % Responding Within Ethnic Group
Black American	1,563	51.3%	1,259	80.5%
Asian American	533	17.5%	451	84.6%
Mexican American	414	13.6%	299	72.2%
Other Hispanic	297	9.7%	301*	101.3%
Puerto Rican	122	4.0%	88	72.1%
American Indian	119	3.9%	80	67.2%
TOTALS	3,048	100.0%	2,478	81.2%

*Placement directors reported more respondents in this category than the ABA indicated were enrolled.

Table Twenty-Seven, as well as those following, makes clear that response rates vary from one category to another, making comparisons less reliable. Nonetheless, the data allows insight into employment patterns among various ethnic groups, and shows how these differ from those of non-minority graduates. (Non-minority graduates are examined in the earlier part of the text.)

B. Percent of Total Graduates Responding by Sex and Region

Table Twenty-Eight shows the distribution of responses by gender and region for minority and non-minority respondents:

TABLE TWENTY-EIGHT
Number and Percentage of Total Respondents
By Region of Law School Attended, Sex, and Race*
(Formerly Table Eleven)

	Non-Minority				Minority			
	Men	Percent	Women	Percent	Men	Percent	Women	Percent
Northeast	5,123	61.2	3,249	38.8	392	53.3	344	46.7
Southeast	3,500	68.6	1,604	31.4	148	55.9	117	44.1
Midwest	4,015	66.8	2,000	33.2	191	61.2	121	38.8
Southwest	1,785	63.9	1,007	36.1	134	63.8	76	36.2
West	1,834	63.1	1,074	36.9	243	59.9	163	40.1
TOTAL	16,257	64.5	8,934	35.5	1,108	57.4	821	42.6

NOTE: Number of NALP Survey Respondents. Percentages add to 100.0 within Non-Minority and Minority categories.
* There were 952 individuals on whom no information was made available on sex or race.

Table Twenty-Eight shows that women comprise a greater percentage (821 of 1,929, or 42.6%) of minority respondents than of non-minority respondents (8,934 of 25,191, or 35.5%). This reflects the fact that of all ABA graduates, there are more minority females among all minorities (40.8% of the total) than non-minority females among all non-minorities (35.5% of the total). (These statistics are from Table Four.) Within both the minority and non-minority respondent categories, men are more likely to report employment than are women.

C. Type of Employment Reported by Respondents

Table Twenty-Nine shows the relative frequency of different types of employment reported by minority respondents in 1979 and 1983. The table demonstrates that minority respondents reporting employment are more likely than their non-minority counterparts to hold jobs in the public interest, government, military, or academic categories, and less likely to be employed in private practice, business concerns, or judicial clerkships. However, the table also shows that the percentage of minority respondents with employment in the latter areas has increased from 1979 to 1983, particularly in the private practice and judicial clerkship areas. Minority respondents of 1983 appear to be employed in private practice at a percentage rate close to that of women respondents in 1979.

TABLE TWENTY-NINE
Five-Year Comparison of Employment by Sex and Race In Full- or Part-Time Positions
(Percentage of Employed Respondents Including Those With Job Not Identified)
(Formerly Table Six)

EMPLOYMENT CATEGORIES	MEN (minority & non-minority)		WOMEN (minority & non-minority)		MINORITY (men & women)		TOTAL	
	1979	1983	1979	1983	1979	1983	1979	1983
Private Practice	56.1	58.5	45.0	56.0	33.2	45.7	53.8	58.9
Public Interest	4.3	2.3	9.3	4.3	19.2	9.0	5.4	3.0
Business Concerns	11.2	11.6	7.9	8.4	7.9	10.4	10.5	10.5
Government	13.6	10.1	18.8	12.6	26.0	17.7	14.7	11.4
Judicial Clerkships	9.3	10.1	11.4	14.1	4.9	9.8	9.8	11.4
Military	2.0	2.2	0.8	0.8	1.4	2.6	1.7	1.7
Academic*	1.5	1.2	2.1	1.9	2.4	2.7	1.7	1.5

* Academic category excludes Advanced Degree Program for both 1979 and 1983 for comparability.

Tables Thirty and Thirty-One provide detailed comparisons of types of employment broken down into individual ethnic groups. Since this is the first year in the Report's history that such data has been tabulated by minority groups, we cannot compare with previous years. In the future we will build onto this data base for year-to-year comparisons by minority group.

Table Thirty shows wide variation among different minority groups in terms of the employment experience of the respondents. Least likely to have employment in private practice are Black American respondents, among whom only 35.4% of the males and 29.3% of the females fall in this category. Viewed against the background of Table Twenty-Nine, which shows the five-year comparison totals for all minority respondents, Black Americans appear to be under-represented in private practice in comparison with all minority group members (and these members are themselves under-represented in comparison with all respondents). Table Twenty-Nine does show substantial gains for minority respondents in private practice from 1979 to 1983, but Black Americans do not reflect the same gains as other minority groups.

Table Thirty also shows that Mexican American respondents were the group least likely to have employment with business concerns, whereas Asian and Pacific Islander respondents were those most likely to be so employed. Puerto Rican and Other Hispanic respondents were least likely to hold judicial clerkships, while Black American, Asian, and Pacific Islander respondents came close to the overall rate of such employment for all respondents. Government employment was reported more frequently for each minority group than for the total respondent group, with the exception of the Other Minority and female American Indian / Alaskan Native categories. Table Thirty also reveals interesting minority trends in the relatively high percentage of Black American males in military jobs and in the complete absence of Puerto Rican respondents in academic or military positions.

Whereas Table Thirty shows the percentage of employed minority groups by type of employment, Table Thirty-One shows the actual number of respondents on which this percentage is based. The numbers in many employment categories are small; their size is a reflection not only of the number of minorities graduating from law school and of their response to the survey, but also of the number of jobs available in areas such as public interest and academia. Private sector employment is clearly the most available, on a percentage basis, for all respondents, regardless of race.

TABLE THIRTY

Type and Percentage of Employment
By Ethnicity and Sex

	American Indian or Alaskan Native		Asian or Pacific Islander		Black American		Mexican American		Puerto Rican		Other Hispanic		Other	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employed	45	19	192	120	373	358	111	63	39	18	136	55	50	28
Unemployed	4	3	30	30	59	79	27	12	8	4	17	10	6	2
Unknown	6	3	43	36	194	195	62	24	11	8	52	31	17	6
TOTAL	55	25	265	186	626	633	200	99	58	30	205	96	73	36
Type of Employment														
Private Practice	62.2%	57.9%	52.6%	49.2%	35.4%	29.3%	54.1%	47.6%	43.6%	50.0%	62.5%	52.7%	56.0%	64.3%
Self-Employed	11.1	5.3	1.6	1.7	4.0	3.1	6.3	1.6	7.7	5.6	8.1	--	10.0	3.6
Very Small	35.6	47.4	19.8	11.7	9.4	9.8	24.3	23.8	10.3	22.2	18.4	27.3	18.0	28.6
Small	--	--	5.7	10.8	2.7	0.8	8.1	3.2	2.6	--	6.6	1.8	4.0	3.6
Medium	4.9	--	6.7	5.0	3.6	2.0	6.3	7.9	--	5.6	5.9	5.5	10.0	10.7
Large	2.2	--	6.7	7.5	3.0	3.4	3.6	4.8	10.3	--	5.9	10.9	2.0	--
Very Large	6.7	5.3	9.9	9.2	8.3	5.9	2.7	4.8	7.7	11.1	11.8	3.6	12.0	10.7
Size not ID.	--	--	2.1	3.3	4.3	4.2	2.7	1.6	5.1	5.6	5.9	3.6	--	7.1
Business	11.1	5.3	14.1	12.5	10.5	10.9	7.2	6.4	15.4	5.6	5.2	10.9	8.0	14.3
Government	11.1	15.8	12.5	14.2	23.1	23.5	17.1	15.9	20.5	33.3	16.2	23.6	8.0	7.1
Judicial Clerkship	6.7	5.3	12.5	10.0	11.0	12.3	6.3	7.9	5.1	5.6	5.9	1.8	8.0	7.1
Military	--	--	1.0	0.8	5.9	1.7	1.8	1.6	--	--	2.2	1.8	2.0	--
Public Interest	11.1	15.8	1.6	6.7	4.0	12.6	8.1	12.7	10.3	5.6	2.2	--	4.0	7.1
Academic	2.2	--	1.0	3.3	4.8	5.9	0.9	3.2	--	--	2.2	1.8	4.0	--
Other	--	--	4.7	3.3	5.4	3.9	4.5	4.8	5.1	--	3.7	7.3	10.0	--
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The total of respondents by ethnic group is 2,587. This number is greater than the number reported in Table Twenty-Seven because a column of "other" minorities is included.

TABLE THIRTY-ONE

Type of Employment and Number of Employed Respondents By Ethnicity and Sex

	American Indian or Alaskan Native		Asian or Pacific Islander		Black American		Mexican American		Puerto Rican		Other Hispanic		Other	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employed	45	19	192	120	373	358	111	63	39	18	136	55	50	28
Unemployed	4	3	30	30	59	79	27	12	8	4	17	10	6	2
Unknown	6	3	43	36	194	195	62	24	11	8	52	31	17	6
TOTAL	55	25	265	186	626	633	200	99	58	30	205	96	73	36
Type of Employment														
Private Practice	28	11	101	59	132	105	60	30	17	9	85	29	28	18
Self-Employed	5	1	3	2	15	11	7	1	3	1	11	-	5	1
Very Small	16	9	38	14	35	35	27	15	4	4	25	15	9	8
Small	-	-	11	13	10	3	9	2	1	-	9	1	2	1
Medium	2	-	13	6	14	7	7	5	-	1	8	3	5	3
Large	1	-	13	9	11	12	4	3	4	-	8	6	1	-
Very Large	3	1	19	11	31	21	3	3	3	2	16	2	6	3
Size not ID.	-	-	4	4	16	15	3	1	2	1	8	2	-	2
Business	5	1	27	15	39	39	8	4	6	1	7	6	4	4
Government	5	3	24	17	86	84	19	10	8	6	22	13	4	2
Judicial Clerkship	3	1	24	12	41	44	7	5	2	1	8	1	4	2
Military	-	-	2	1	22	6	2	1	-	-	3	1	1	-
Public Interest	5	3	3	8	15	45	9	8	4	1	3	-	2	2
Academic	1	-	2	4	18	21	1	2	-	-	3	1	2	-
Other	-	-	9	4	20	14	5	3	2	-	5	4	5	-
TOTAL	45	19	192	120	373	358	111	63	39	18	136	55	50	28

TABLE THIRTY-TWO

Sex and Race Breakdown of Survey Data
By Respondents Employed and Region of Law School Attended
(Formerly Table Fourteen)

	Northeast				Southeast				Midwest				Southwest				West			
	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN	Non-Minority MEN	Non-Minority WOMEN	Minority MEN	Minority WOMEN
Graduates from Schools Participating in NALP Survey	5,882	3,770	536	482	4,064	1,857	220	145	4,733	2,363	241	170	2,075	1,186	181	104	2,422	1,430	315	218
Respondents	5,123	3,249	392	344	3,500	1,604	148	117	4,015	2,000	191	121	1,785	1,007	134	76	1,834	1,074	243	163
Employed*	4,677	2,831	326	278	3,195	1,402	136	98	3,645	1,736	167	103	1,639	876	110	60	1,598	910	197	128
% Employed Based on Number of Participants in NALP Survey with Known Employment Status	(91.3)	(87.1)	(83.2)	(80.8)	(91.3)	(87.4)	(91.9)	(83.8)	(90.8)	(86.8)	(87.4)	(85.1)	(91.8)	(87.0)	(82.1)	(79.0)	(87.1)	(84.7)	(81.1)	(78.5)
% Employed Based on Total Graduates from Participating Schools	(79.5)	(75.1)	(60.8)	(57.7)	(78.6)	(75.6)	(61.8)	(67.6)	(77.0)	(73.5)	(69.3)	(60.6)	(79.0)	(73.9)	(60.8)	(57.7)	(66.0)	(63.6)	(62.5)	(58.7)

*Employed includes legal and nonlegal, full-time and part-time employment. It does not include graduates enrolled in full-time advanced degree programs.

TABLE THIRTY-THREE

Minority Respondents by Region Where Attended Law School

(Formerly Table Twelve)

	Northeast		Southeast		Midwest		Southwest		West		
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	TOTAL
Black American	405	54	226	10	206	27	47	11	102	3	1,091
Mexican American	24	6	1	0	40	3	154	2	64	4	298
Puerto Rican	52	6	7	0	10	1	2	0	3	0	81
Other Hispanic	102	10	69	4	35	3	9	4	30	4	270
Asian or Pacific Islander	132	9	10	0	40	1	17	0	218	19	446
American Indian or Alaskan Native	18	0	10	0	16	0	27	0	9	0	80
TOTAL	733	85	323	14	347	35	256	17	426	30	2,266

TABLE THIRTY-FOUR
Minority Respondents by Region Where Employed
(Formerly Table Twelve)

	Northeast		Southeast		Midwest		Southwest		West		No Location or Foreign		
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	TOTAL
Black American	222	35	134	8	122	16	38	8	71	2	399	36	1,091
Mexican American	18	7	7	0	19	3	93	1	37	3	112	5	305
Puerto Rican	31	5	4	0	2	1	2	0	4	0	31	1	81
Other Hispanic	56	8	49	4	20	1	14	3	24	2	82	7	270
Asian or Pacific Islander	74	7	6	0	12	1	11	0	171	13	143	8	446
American Indian or Alaskan Native	10	0	8	0	14	0	28	0	4	0	16	0	80
TOTAL	411	62	208	12	189	22	186	12	311	20	783	57	2,243

D. Employment by Sex, Race, and Region

Table Thirty-Two on page 101, which shows non-minority/minority employment by region, reports a generally lower employment rate among minority respondents to the NALP Survey when compared with non-minority men and women. Table Thirty-Two shows that:

1. More minority group members go to law school in the Northeast than in any other region.
2. Minority male respondents report a lower employment rate than do non-minority males in every region except the Southeast.
3. Minority males also report a consistently higher employment rate than do minority female respondents, regardless of region.
4. Minority female respondents trail non-minority female respondents in reported employment but appear closest in employment rate to non-minority women in the Midwest.

Table Thirty-Three, on page 102, provides a regional breakdown of minority respondents by either full- or part-time programs according to the region where they are employed. Tables Thirty-Three and Thirty-Four cannot be directly compared due to the 840 minority respondents who did not report location or who gave a foreign employment address. Minorities with unknown locations equal almost 40% of our minority respondents.

Table Thirty-Five represents a schematic of this comparison and deals with the 1,403 minority respondents who both reported employment and its location. Table Thirty-Five looks at employment patterns by region. In other words, if you are a Puerto Rican who went to law school in the Northeast, how did you fare in terms of employment in relation to other minorities who went to school in the Northeast? We have little migration information available this year, but we know that most law graduates tend to take initial employment in the general region where they attended law school. Using this assumption as the base for Table Thirty-Five, we find the following:

TABLE THIRTY-FIVE
Regions Where Ethnic Groups Are Most Likely To Find Jobs
(Formerly Table Thirteen)

MOST LIKELY TO FIND JOB BY REGION	Northeast	Southeast	Midwest	Southwest	West
	Mex-Amer.	Mex-Amer.	Am-Indian	O. Hisp.	P. R.
	O. Hisp.	Am-Indian	Black	Am-Indian	Asian
	P. R.	O. Hisp.	O. Hisp.	P. R.	O. Hisp.
	Asian	Asian/Black	Mex-Amer.	Black	Black
LEAST LIKELY TO FIND JOB BY REGION	Black	P. R.	Asian	Asian	Mex-Amer.
	Am-Indian		P. R.	Mex-Amer.	Am-Ind.

Some regions, particularly the Southwest, hired more minority respondents than went to school there: four more Other Hispanics and one more American Indian were hired than went to school in the region. The two Puerto Ricans who went to school in the Southwest appear to have also taken jobs there. The Southeast hired six more Mexican Americans than went to school there and the West one more Puerto Rican than went to school there. The numbers are small, and there are substantial unknowns in the minority respondent population.

TABLE THIRTY-SIX
Number of Minority Respondents Reporting Employment by Region
(Formerly Table Thirteen)

# OF MINORITY RESPONDENTS BY REGIONAL LOCATION OF SCHOOL		# OF MINORITY RESPONDENTS BY REPORTED JOB	# OF EMPLOYED MINORITIES BY REGION	RANKING BY REGION
Northeast	818	473	57.8%	(4)
West	456	331	72.6%	(1)
Midwest	382	211	55.2%	(5)
Southeast	337	220	65.2%	(3)
Southwest	273	198	72.5%	(2)

In analyzing Table Thirty-Six, the reader is reminded that 40% of our employed minority respondents were in unknown locations. Based on this available data, and recognizing the limitations of the data, minority respondents appeared to fare best on a percentage employed basis in the West and the Southwest and least well in the Midwest, the region with the third largest number of minorities graduating from its schools.

IV. STARTING SALARIES OF LAW SCHOOL GRADUATES

TABLE THIRTY-SEVEN

Starting Salaries of 1983 Law Graduates by U.S. Census Regions

Note: Annual salaries are coded by the two digit numbers to the left of the comma from 0 to 99. For example, a salary of $8,000 was recorded as 8, and a salary of $24,500 was recorded as 24. The mean is the average salary; the median is the midpoint between the low and high salaries.

REGIONS	TOTAL	MALE NON-MINORITY	FEMALE NON-MINORITY	MALE MINORITY	FEMALE MINORITY
NEW ENGLAND (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont)					
Number Reporting	1,085	603	362	20	14
Salary Range in Thousands	4-63	8-63	4-47	8-38	16-39
Salary Mean	$23,615	$24,599	$22,688	$24,250	$25,857
Salary Median	$22,000	$24,000	$21,000	$23,000	$22,500
MIDDLE ATLANTIC (New Jersey, New York, Pennsylvania)					
Number Reporting	2,949	1,673	1,000	91	86
Salary Range in Thousands	7-99	7-99	7-82	8-56	13-47
Salary Mean	$28,501	$28,482	$28,846	$29,385	$27,733
Salary Median	$25,000	$25,000	$25,000	$25,000	$26,000
EAST NORTH CENTRAL (Illinois, Indiana, Michigan, Ohio, Wisconsin)					
Number Reporting	2,225	1,329	650	56	30
Salary Range in Thousands	5-78	6-78	5-52	15-60	15-48
Salary Mean	$24,516	$25,008	$23,757	$26,036	$23,467
Salary Median	$24,000	$24,000	$23,000	$24,000	$21,500
WEST NORTH CENTRAL (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota)					
Number Reporting	631	538	248	19	7
Salary Range in Thousands	3-75	5-75	3-55	15-33	12-28
Salary Mean	$22,807	$22,926	$22,714	$21,947	$20,716
Salary Median	$22,000	$22,000	$22,000	$19,000	$22,000
SOUTH ATLANTIC (Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia)					
Number Reporting	2,546	1,553	810	89	58
Salary Range in Thousands	5-99	8-99	10-50	12-70	8-48
Salary Mean	$24,505	$24,831	$23,725	$26,865	$23,569
Salary Median	$24,000	$24,000	$23,000	$24,000	$22,500
EAST SOUTH CENTRAL (Alabama, Kentucky, Mississippi, Tennessee)					
Number Reporting	492	348	133	5	5
Salary Range in Thousands	5-90	5-90	6-44	15-30	15-22
Salary Mean	$21,949	$22,356	$21,038	$21,400	$17,200
Salary Median	$22,000	$22,000	$21,000	$21,000	$16,000
WEST SOUTH CENTRAL (Arkansas, Louisiana, Oklahoma, Texas)					
Number Reporting	1,384	1,005	303	41	31
Salary Range in Thousands	8-83	8-70	8-83	10-50	9-49
Salary Mean	$28,065	$28,734	$27,082	$27,268	$23,129
Salary Median	$28,000	$29,000	$26,000	$26,000	$24,000
MOUNTAIN (Arizona, Colorado, Idaho, Montana Nevada, New Mexico, Utah, Wyoming)					
Number Reporting	830	515	253	36	17
Salary Range in Thousands	8-60	8-60	8-41	14-35	14-46
Salary Mean	$24,875	$25,128	$24,672	$23,111	$22,941
Salary Median	$24,000	$24,000	$24,000	$22,000	$20,000
PACIFIC (Alaska, California, Hawaii, Oregon Washington)					
Number Reporting	1,775	999	547	116	72
Salary Range in Thousands	8-75	8-75	5-63	16-50	12-43
Salary Mean	$27,814	$28,300	$27,102	$28,845	$27,069
Salary Median	$26,000	$27,000	$25,000	$28,000	$24,500
FOREIGN AND UNKNOWN LOCATIONS					
Number Reporting	356	203	107	22	13
Salary Range in Thousands	7-99	7-56	7-44	15-33	10-46
Salary Mean	$25,975	$26,355	$24,748	$23,045	$27,385
Salary Median	$24,000	$25,000	$24,000	$24,000	$25,000
TOTAL					
Number Reporting	14,673	8,766	4,613	493	333
Salary Range in Thousands	3-99	5-99	3-83	8-70	8-49
Salary Mean	$25,903	$26,219	$25,468	$26,939	$25,408
Salary Median	$24,000	$24,500	$24,000	$25,000	$24,000

Starting Salaries of Law School Graduates

A. Starting Salaries by Region

For the first time in its history, the NALP Employment Report is examining the average and median salary by census region. According to Table Thirty-Seven, the highest salary median or midpoint for law graduates is $28,000 in the West South Central region. The lowest median salary is $22,000 in the adjacent East South Central region.

The high salaries in the West South Central region have been affected by the following factors:

1. Two of the cities attracting the most law graduates, Houston and Dallas-Ft. Worth, are located in this region. Metropolitan areas are the sites of larger law firms, and as is apparent by Table Thirty-Eight, the larger the firm, the higher the salary.
2. Of all the regions, the West South Central had the highest percentage of recent graduates employed in private practice. The predominance of higher-paying, private sector employment in this region is coupled with the sparcity of lower-paying government jobs since the West South Central is tied with its neighboring region, the East South Central, in reporting the fewest public sector jobs. (For documentation, see Tables Eighteen and Twenty-Two.)
3. The traditional belief that the South offers the lowest salaries is being refuted in other areas besides the legal profession. For example, doctors in the South reported the highest net-practice-income of all regions.[13]

The highest average salaries are reported in the Middle Atlantic region. Statisticians do not typically use mean or average salaries because a few high incomes will skew the results. Such is the case with the New York City salaries in this region. Of the 12 cities with the most law graduates, New York reported the highest average salaries for law firms with over 26 attorneys. The Middle Atlantic region also reported the highest average salaries for these respondent groups: male and female minorities and non-minority females. The highest median salaries for these same respondent groups were reported in other regions; the highest median salaries for non-minorities was in the West South Central region, and minorities had the highest salaries in the Pacific region.

B. Rate of Increase in Starting Salaries

Private practice salaries in 12 major cities were chosen as an example to determine the inflationary rate of starting attorney salaries. Large firms with more than 50 attorneys cannot be compared since their defined categories have changed. In Table Thirty-Eight,

TABLE THIRTY-EIGHT

Comparison of Private Practice Salaries in Cities with Most Graduates

CITY	VERY SMALL FIRM 2-10 Attorneys			SMALL FIRM 11-25 Attorneys			MEDIUM FIRM 26-50 Attorneys			LARGE FIRM 51-100 Attorneys			VERY LARGE FIRM 100+ Attorneys		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
New York															
1980	73	10-33	$17,894	40	15-37	$23,600	46	13,750-37,500	$28,511	239	18,750-41,500	$34,011			
1983	115	7-45	$22,043	66	13-43	$29,242	103	17-52	$37,835	123	12-48	$40,797	477	15-50	$44,442
Washington D.C.															
1980	8	17,500-30,000	$22,875	17	21-34	$26,911	8	22,500-30,000	$27,750	44	20-34	$30,306			
1983	37	18-41	$26,351	32	22-40	$31,000	27	23-40	$34,815	29	27-43	$36,310	79	26-48	$39,215
Chicago															
1980	49	11-30	$19,144	39	15-30	$22,223	23	19-28	$23,847	115	20,000-31,500	$26,813			
1983	84	10-32	$21,286	41	14-36	$22,869	62	16-40	$27,774	70	26-50	$32,700	119	31-38	$36,176
Los Angeles															
1980	45	10-30	$21,366	33	16,250-33,000	$22,096	24	11,250-31,000	$22,875	77	18,750-36,000	$29,398			
1983	52	18-40	$26,487	52	20-42	$30,365	82	15-43	$33,037	72	30-42	$36,972	107	27-46	$38,607
Boston															
1980	35	8-28	$14,800	13	12-27	$19,153	15	12-28	$22,933	31	20-28	$25,048			
1983	68	8-32	$19,290	32	16-49	$25,781	36	20-37	$32,889	33	28-38	$33,879	52	24-46	$35,635
Houston															
1980	25	11-26	$21,110	11	17-28	$24,181	4	24-26	$25,500	18	24-30	$25,555			
1983	75	18-56	$29,773	55	18-40	$30,927	34	31-38	$35,029	23	32-39	$34,870	80	32-42	$35,575
San Francisco															
1980	36	10-31	$18,812	14	12-30	$23,464	7	28,000-28,500	$28,071	51	22-34	$28,725			
1983	30	16-33	$24,633	26	18-40	$31,500	24	26-38	$34,208	35	18-40	$35,857	93	22-42	$36,312
Philadelphia															
1980	16	12,000-18,500	$15,937	16	17-26	$19,718	4	20-28	$24,250	48	20-31	$26,385			
1983	37	10-30	$20,243	22	11-40	$25,636	14	20-35	$28,643	30	14-35	$31,833	60	21-36	$34,183
Minneapolis-St. Paul															
1980	20	14-24	$17,270	13	15-22	$18,376	14	19-23	$21,485	19	20,400-45,000	$24,110			
	8	12,000-17,860	$15,107	11	15,000-24,500	$18,881	1		$24,500	5	21-23	$21,900			
1983	23	10-30	$19,652	14	15-32	$23,643	21	21-31	$28,190	12	23-32	$30,417	23	22-35	$30,261
	9	10-29	$18,556	8	18-29	$23,875	5	25-33	$29,000	7	31-32	$31,714	2	30-32	$31,000
Dallas-Ft. Worth															
1980	7	13-22	$17,942	5	20-26	$23,600	10	20-23	$21,500	12	24-30	$26,641			
	3	18-22	$19,666	3	17,000-20,300	$19,166									
1983	47	17-36	$25,234	27	24-38	$30,815	37	27-42	$33,243	27	33-40	$33,370	57	33-40	$35,895
	7	22-31	$25,571	6	28-33	$29,750	9	24-34	$32,556						
Atlanta															
1980	17	12-23	$17,602	11	19-24	$21,454	8	20-28	$23,625	25	21,500-30,000	$26,220			
1983	31	12-35	$22,484	29	20-34	$28,416	17	27-35	$31,824	17	31-35	$32,824	31	22-38	$34,258
Denver															
1980	24	13,200-24,000	$18,120	23	16,000-23,400	$20,460	12	18-28	$19,290	19	20,000-29,500	$23,552			
1983	39	16-36	$24,692	18	18-36	$27,356	11	24-36	$32,091	16	26-36	$30,813	37	34-40	$35,135

large firms in 1980 were all firms with over 50 attorneys. By 1983, large firms had been divided into two categories of "large" with 51 to 100 attorneys and "very large" with over 100 attorneys. The following table lists the percentage increase by very small- and medium-size firms, using the data gathered in Table Thirty-Eight.

TABLE THIRTY-NINE
Percentage Increase in Starting Salaries In Very Small- and Medium-Size Firms

CITY	PERCENTAGE INCREASE IN STARTING SALARIES FROM 1980-1983	
	Very Small (2-10 attys.)	Medium (26-50 attys.)
New York	23.2%	32.7%
Washington, DC	15.2%	25.5%
Chicago	11.2%	16.5%
Los Angeles	24.0%	44.4%
Boston	30.1%	43.4%
Houston	41.1%	37.4%
San Francisco	31.0%	21.9%
Philadelphia	27.0%	18.1%

Table Thirty-Nine shows an average rate of increase of 25.1% in starting salaries of very small firms over a three-year period. The average rate of increase for medium-sized firms over the same period and in the same cities yielded a higher average increase of 29.7%. Although attorney salaries differ due to every imaginable factor, such as geography, firm size, public or private sector employment, and so on, these averages reported by NALP are similar to percentage increases reported by other legal research organizations.[14] The percentage increases are also similar to those reported by other professions within the same period of time, as shown in Table Forty.

TABLE FORTY
Percentage Increases in Average Salaries by Occupation From 1980 to 1983[15]

Accountants	26.5%
Attorneys (corporate counsel only)	28.8%
Chemists	25.6%
Engineers	28.2%

Starting attorney salaries may be increasing at a rate slightly higher than some professions, but the median salary for law graduates is also lower than many professions. For example, beginning medical doctors earn a median-net salary of $38,130 within the first 12 months of their practice compared with the $24,000 earned by recent law graduates.[16]

C. Salaries by Ethnicity

The median salary for male minorities is slightly higher than male non-minorities. Minority and non-minority females reported the same salary. Table Forty-One examines salary by minority group, listing the number of respondents, their salary range by thousands, and an average salary by employment category. According to Table Forty-One, if the minorities are employed in the same job category, there appears to be no major difference in salary between minority groups. Each employment category had its high earners though. Asian females earned the most in private practice, while Spanish males were the highest earners in government employment. Black Americans earned the most in academia. The highest average income, $35,300, was reported by male Asians in business, while the lowest average income of $17,100 was reported by Black Americans in Public Interest jobs.

The sex of the minority also does not appear to affect salary. The exception is male Spanish respondents who earn more than female Spanish respondents in each job category.

One interesting observation to be made from Table Forty-One is the sizable difference in salary between private sector employment (private practice and business) and public sector employment (government, public interest, and education). This difference in salaries is true for non-minorities as well.

TABLE FORTY-ONE
Minority Salaries by Employment

		Black		Asian		Spanish	
Employment		Male	Female	Male	Female	Male	Female
Private Practice	#	63	46	80	42	96	49
	Range	10-47	11-47	8-48	9-46	15-47	8-43
	Average	$29,333	$29,696	$30,468	$31,000	$29,031	$27,184
Business	#	14	12	20	9	13	7
	Range	17-60	9-48	18-56	10-45	21-48	15-38
	Average	$32,286	$27,750	$35,300	$28,777	$33,077	$21,429
Government	#	70	73	38	24	49	29
	Range	8-39	15-48	16-70	18-35	17-68	13-30
	Average	$22,043	$22,479	$23,500	$22,625	$23,632	$21,517
		Male and Female		Male and Female		Male and Female	
Public Interest	#	30		7		18	
	Range	14-26		12-21		10-22	
	Average	$17,100		$17,143		$17,166	
Academic	#	6		4		4	
	Range	22-49		11-34		17-36	
	Average	$34,667		$24,750		$25,250	

Note: Since the number of minorities is small, Mexican-Americans, Puerto Ricans, or other Hispanic are combined into one Spanish column. Similarly, male and female minorities are combined in the public interest and academic categories since there are fewer respondents employed in these positions.

V. NOTES

Notes

[1] Martha Benson McCrane, Director of Public Affairs, Law School Admissions Council; personal correspondence, May 15, 1984.

[2] Barbara Curran, The American Bar Foundation, The Legal Profession in the 1980's, paper presented in April 1984. (Throughout this Report, Curran's work is cited; unless otherwise indicated, it comes from this paper.)

[3] U.S. News & World Report, 19 December 1983, p. 59.

[4] 1982 Census of Service Industries SC 82-I-17, April 1984; in 1977 there were 94,882 offices which accounted for a $12 billion GNP.

[5] Barbara Curran, American Bar Foundation, Lawyer Demographics, paper presented August 8, 1983, American Bar Association, New Orleans.

[6] Pro bono legal work is work provided at little, or more commonly, no cost, as long as there is no conflict of interest with the ongoing client-related business of the firm.

[7] Barbara Curran, The American Bar Foundation, The Legal Profession in the 1980's, paper presented in 1984.

[8] Curran, April 1984, p. 5.

[9] Curran, April 1984, pp. 5-6.

[10] Curran, April 1984, p. 2.

[11] Curran, April 1984, p.3.

[12] Curran, April 1984.

[13] Arthur Owens, "Are You Still Losing Out to Inflation?", Medical Economics, 17 September 1984, p. 8.

[14] Similar percentage increases are reported in other salary surveys, such as David J. White & Associates Annual Salary Survey for Lawyers and Corporate Counsel (Chicago: White & Associates, 1984).

[15] U. S. Department of Labor, Bureau of Labor Statistics, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1984 (Washington, D. C.: U. S. Government Printing Office, 1984), p. 2.

[16] Owens, "Young Doctors Never Had It So Good," Medical Economics, 26 December 1983, p. 116.

VI. APPENDIX

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APPENDIX A - SURVEY INSTRUCTIONS

EMPLOYMENT AND SALARY SURVEY

CLASS OF 1983

In completing the survey you must remember the following:

1. The Employment and Salary Survey is for the Class of 1983 which is defined as persons graduating between August 1, 1982, and July 31, 1983.

2. Please use a Number 2 pencil to complete the survey form.

3. A form has been provided for each one of your graduates. Fill out one form for each and every JD graduate for the class of 1983 even if the graduate's employment status is unknown or even if the graduate is unemployed or underemployed. If the graduate's employment status is unknown, complete items A through E in Section I, Graduate's Information. Even if you do not have employment information on a graduate, items A through E (sex, race or ethnicity, program, state bar admittance, and employment status) will enable us to report important demographic information on graduates, regardless of their employment status.

4. The enclosed forms are designed to be used by a Placement Officer but, if you wish, you may have graduates complete the form and return it to you; you are responsible for checking the information prior to sending it on to NALP and for clarifying ambiguities with the graduate, should they occur.

STEPS FOR COMPLETING THE SURVEY FORM

I. GRADUATE'S INFORMATION

Step 1. A. SEX: check appropriate box; one only

A. SEX - CHECK ONE ✓

☐ 1. Male

☐ 2. Female

☐ 3. Unknown

Step 2. B. RACE OR ETHNIC GROUP: check appropriate box; one only

B. RACE OR ETHNIC GROUP - CHECK ONE ✓

☐ 1. American Indian or Alaskan Native

☐ 2. Asian or Pacific Islander

☐ 3. Black American

☐ 4. Caucasian

☐ 5. Mexican American

☐ 6. Puerto Rican

☐ 7. Other Hispanic

☐ 8. Other

☐ 9. Unknown

Step 3. C. PROGRAM: check either full or part-time

C. PROGRAM - CHECK ONE ✓

☐ 1. Full-time

☐ 2. Part-time

Step 4. D. STATE BAR ADMITTANCE: check one only

D. STATE BAR ADMITTANCE - CHECK ONE ✓

☐ 1. Yes
☐ 2. No

Step 5. E. EMPLOYMENT STATUS: check one

1. EMPLOYED Full-time Legal Position: graduate is known to be employed in a legal position full-time regardless of type of employment or geographic category.

2. EMPLOYED Full-time Nonlegal Position: graduate is employed full-time in a nonlegal position regardless of type of employment or geographic category.

3. EMPLOYED Part-time Legal Position: graduate is employed less than full-time in a law-related setting.

4. EMPLOYED Part-time Nonlegal Position: graduate is employed in a nonlegal part-time regardless of type of employment or geographic category.

5. ENROLLED in Full-time Advanced Degree Program: graduate is attending school full-time.

6. UNEMPLOYED and Not Seeking Work: graduate is not actively looking for employment. Some examples of people in this category are those who are traveling for pleasure, child-bearing and/or child-rearing, etc.

7. UNEMPLOYED and Seeking Work: graduate is unemployed and actively seeking work.

8. EMPLOYMENT Status Unknown: graduate has not indicated status on any of the above; PLEASE complete ALL items A through E anyway in the section entitled Graduate's Information on all "Employment Status Unknown" graduates.

E. EMPLOYMENT STATUS - CHECK ONE ✓

☐ 1. Full-time Legal Position
☐ 2. Full-time Nonlegal Position
☐ 3. Part-time Legal Position
☐ 4. Part-time Nonlegal Position
☐ 5. Enrolled in Full-time Advanced Degree Program
☐ 6. Unemployed and Not Seeking Work
☐ 7. Unemployed and Seeking Work
☐ 8. Employment Status Unknown

IF YOU CODED THE GRADUATE AS EMPLOYED (i.e., checked a box in items 1-5), THEN PLEASE CONTINUE; OTHERWISE, YOU HAVE COMPLETED THE INFORMATION ON THIS GRADUATE AND CAN GO ON TO THE NEXT GRADUATE.

II. EMPLOYMENT CATEGORIES - CHECK AS APPROPRIATE ✓

Step 6. Definitions for Employment Categories are as follows:

PRIVATE PRACTICE

1. Self-employed: graduate intends to open or has already opened his or her own law office or intends to open an office or already has opened an office with one or more classmates or other lawyers who have not previously practiced law.

2. Very Small Firm (2-10): graduate is working at a law firm that has two to ten partners or associates.

3. Small Firm (11-25): graduate is working at a law firm that has eleven to twenty-five partners or associates.

A. PRIVATE PRACTICE

☐ 1. Self-employed
☐ 2. Very Small Firm (2-10)
☐ 3. Small Firm (11-25)

4. Medium Firm (26-50): graduate is working at a law firm that has twenty-six to fifty partners or associates.

5. Large Firm (51-100): graduate is working at a law firm that has fifty to one hundred partners or associates.

6. Very Large Firm (101 or over): graduate is working at a law firm that employs more than one hundred and one partners or associates.

7. Firm Size Not Identified: Graduate is associated with a firm whose size is not known to the Placement Officer and which was not identified.

☐ 4. Medium Firm (26-50)
☐ 5. Large Firm (51-100)
☐ 6. Very Large Firm (Over 100)
☐ 7. Firm Size Not Identified

BUSINESS AND INDUSTRY

Please note that distinctions between legal and nonlegal employment in this area are made by checking legal or nonlegal employment in part E, Employment Status, boxes one through four.

1. Corporation
2. Accounting Firm
3. Insurance Company
4. Banking or Financial Institutions
5. Other (Please fill out adjacent line with job info)

B. BUSINESS AND INDUSTRY

☐ 1. Corporation
☐ 2. Accounting Firm
☐ 3. Insurance Company
☐ 4. Banking or Financial Institutions
☐ 5. Other ____________________

GOVERNMENT

Please note that distinctions between legal and nonlegal employment in this area are made by checking legal or nonlegal employment in part E, Employment Status, boxes one through four; you should then indicate the level of government employment by checking Federal, State, Local or Other (part C, Government, boxes one through four) AND THEN also indicating the governmental area where the graduate reported employment.

COMPLETE THIS CATEGORY FIRST

1. Federal
2. State
3. Local
4. Other ________________________________

THEN ALSO CHECK THIS ONE NEXT

1. Administrative Agency: graduate is employed by the Environmental Protection Agency, State Department, Securities and Exchange Commission, Central Intelligence Agency, legislative assistant, etc.
2. Judicial Clerkship
3. Military
4. Prosecution
5. Public Defender
6. Other ________________________________
7. Government Area Not Identified

C. GOVERNMENT

☐ 1. Federal
☐ 2. State
☐ 3. Local
☐ 4. Other ____________________

AND ALSO CHECK ONE

☐ 1. Administrative Agency
☐ 2. Judicial Clerkship
☐ 3. Military
☐ 4. Prosecution
☐ 5. Public Defender
☐ 6. Other ____________________
☐ 7. Government Area Not Identified

PUBLIC INTEREST ORGANIZATION

1. Legal Services (Civil)
   Please Name ______________________________
   Graduates who report employment with the Legal Services Corporation, have Reggie Fellowships, or are serving as attorneys providing legal services to clients who qualify for these services on the basis of financial need.

2. Other ______________________________
   Graduates who are working for tax-exempt public interest programs and/or law firms, trade and professional associations, and other environmental, consumer protection and civil rights groups should also be included. Please state the name of the graduate's employing organization.

D. PUBLIC INTEREST ORGANIZATION

☐ 1. Legal Services (Civil)
Please Name ______________________
☐ 2. Other ______________________

ACADEMIC

1. Law School Faculty, Administration, Law Librarian
2. Other ______________________________
   Graduate is employed by academic institution in a category other than those stated above; please clarify, (i.e., professor of linquistics, Assistant to the President, etc.)

E. ACADEMIC

☐ 1. Law School Faculty, Administration, Law Librarian
☐ 2. Other ______________________

JOB CATEGORY NOT IDENTIFIED

1. Employed But Category Not Identified
   Graduates who are known to be employed but who did not identify their job categories.

F. JOB CATEGORY NOT IDENTIFIED

☐ 1. Employed But Category Not Identified

III. EMPLOYMENT LOCATION

Step 7. You will find a LOCATION CODE SHEET in this packet; please write down the five digit code for each employment location that is known to you. If the graduate did not identify employment location, please leave blank.

III. EMPLOYMENT LOCATION

_ Five Digit Number From Code Sheet

IV. STARTING SALARY

Step 8. Please place the two digits that occur to the left of the comma in the two lines provided: for example, graduate A works part-time and receives a salary of $9,500 per year; that salary would be recorded as 0 9. Graduate B works full-time and receives a salary of $32,000 per year; that salary would be recorded as 3 2. If the salary information was not provided, please leave blank.

IV. STARTING SALARY

_ _ Two Digits to the Left of the Comma (Without Rounding Number)
Examples: $ 8,000—mark 08
$24,500—mark 24
$99,999—mark 99

THANK YOU. YOU HAVE SUCCESSFULLY COMPLETED ONE SHEET ON ONE GRADUATE. PLEASE GO ON TO THE NEXT SHEET. WHEN YOU HAVE COMPLETED ONE SHEET FOR EACH AND EVERY GRADUATE, PROCEED TO THE MAILING INSTRUCTIONS.

Remember: The House of Delegates of the American Bar Association passed a resolution in 1978 stating: "The Law School should also participate in the Annual Employment Survey of the National Association for Law Placement." In 1982, 155 of the 172 ABA accredited law schools complied with this resolution. We want 100% participation this year. With your help, we can make it. All information provided is CONFIDENTIAL and you will receive a computer report of your results. THANKS.

DETACH AND RETURN WITH FORMS:

MAILING INSTRUCTIONS

Please take care in shipping to ensure that the survey forms are not damaged in any way. This includes being sensitive to water damage to the package.

The caution you exhibit in returning the forms and completing the following will help to insure an accurate report and save everyone time and money.

Step 1: Please complete the following.
Information must be complete, accurate and agree with the survey forms you forward to us.

GRADUATES: NON-MINORITY

	1983 J.D. Graduates*	Forms Returning
Total Males:		
Total Females:		
TOTAL:		

GRADUATES: MINORITY (ADD ↕ TO GET TOTAL)

	1983 J.D. Graduates*	Forms Returning
Total Males:		
Total Females:		
TOTAL:		

TOTAL (ALL GRADUATES)

* These figures are available through the Dean's Office and are reported to the ABA each year.

Step 2: Check Figures.

- "Total" (all graduates) should equal all J.D. graduates in the Class of 1983 (which is defined as Persons graduating between August 1, 1982, and July 31, 1983.)
- The figures in the 1983 Graduates column must also be the same in the Forms Returning column. Re-check if necessary.

NOTE: Remember one survey form is to be completed for each and every J.D. Graduate, even if they are not employed in a law related job or are unemployed. The Graduate's Information for each graduate is essential to the survey statistics and must be completed for every J.D. graduate even if the employment status is unknown. Your Registrar will have information regarding sex, race or ethnicity and bar passage.

Step 3: Check Survey Forms.

- Is your law school code on each form?
- Are all corresponding lines for employment location and starting gross salary shaded in?
- Have all corrections been completely erased?
- Erase all stray marks.
- Have you filled in "Other" categories where appropriate?
- Are all boxes in Graduate Information (A-E) filled in?

Step 4: Complete the Following:

Person completing the survey forms: ______________________________

Law School: ______________________________

Address: ______________________________

____

Telephone: (   ) ______________________________

Step 5: Packaging Instructions.

- Ship in the Jiffy-type envelope provided for this purpose.
- Include this sheet with information completed.
- Include any extra blank survey forms.
- Mail to: (label on Jiffy-type envelope)

Colleen Moore, NALP Administrator
Tulane Law School
New Orleans, LA 70118

Forms are to be returned by February 15, 1984.

Step 6: If you have questions or need advice regarding this survey, contact Marty Africa (415) 642-4567 or Colleen Moore (504) 865-5945.

REMEMBER TO DETACH MAILING INSTRUCTIONS AND RETURN WITH FORMS.

APPENDIX B

1983 NALP VALIDITY STUDY SUMMARY

The National Association for Law Placement is the administrative and communications vehicle for legal placement and recruitment professionals and a leader in providing information and services regarding legal employment.

For the last 10 years, NALP has published the annual Employment Report and Salary Survey (ER/SS). Widely regarded as the definitive compilation of entry-level legal employment, the report summarizes data on bar membership, salaries, type of practice, and employment location.

Critics have raised numerous concerns about the accuracy of the ER/SS, questioning both placement officers' data collection and graduates' responses. With the number of lawyers steadily increasing and new law graduates being warned that they may encounter great difficulties in securing legal employment, it is particularly important that employment information be accurate and valid.

To address these concerns and to satisfy the organization's expressed desire to publish only factual information, NALP decided in 1982 to support research to examine the validity and accuracy of the ER/SS.

Twenty schools were selected at random, representing a minimum sample size of 10% to accurately reflect the composition of the 172 law schools approved by the American Bar Association (ABA) in 1982. To determine the representativeness of the sample, the 20 schools were compared with the 172 ABA-approved schools for three variables: geographic location, size of the 1981 graduating class, and undergraduate grade point averages of the 1981 entering class.

To reach the 95% confidence level in estimation of population values, a sample of 350 was needed from the 36,389 class of 1983 graduates of ABA-approved schools. A total of 4,271 of the 1983 graduates of the 20 sample schools had participated in the 1983 NALP survey. The 350 graduates in the Validity Study sample were drawn from the 20 sample schools in direct proportion to the percentage each school contributed to the 4,271. (For example, a school with 150 graduates represented 3.5% of 4,271; 3.5% of the Validity Study sample, or 12 graduates, were thus drawn from that school.)

The method of data collection and the questions asked were designed to resemble as closely as possible the procedures used and questions asked by the placement officers who collected the original data.

Respondents were contacted through mailed questionnaires, follow-up letters, and telephone calls. A response rate of 91.1% was achieved, which is remarkably high for a mailed survey in social science. Both excellent record keeping on the part of the law schools and genuine interest among the participating graduates were factors.

Data obtained from the 319 respondents was compared with two sets of data obtained through the 1983 NALP survey and reported on the 1983 ER/SS: responses given by the 4,271 graduates of the 20 sample schools; and the responses given by the entire NALP survey population (28,072).

The Chi-Square Test was used to compare results in the two broad areas investigated in the study: the Employment Status Category (full-time legal employment, full-time nonlegal employment, enrolled in advanced degree program, etc.); and Employment Category (private practice, business/industry, public interest organization, etc.). No significant differences were found in either category between the Validity Study sample and the NALP results. The findings demonstrate the validity and accuracy of the Class of 1983 NALP Employment Report and Salary Survey, and suggest that NALP's data collection and analysis procedures in general may be assumed to generate accurate information.

Some recommendations were made regarding improvements in the standardization of times and procedures of data collection by placement officers. Suggestions were also made regarding the descriptions of categories related to education; some overlap occurs when describing employment in educational institutions versus a graduate's status as a student in another degree program.

The same population surveyed in the Validity Study will be asked to participate in a ten-year longitudinal study sponsored by NALP to further understand legal career paths, job satisfaction, and the effect of academic performance on job-securing ability and job satisfaction.

Laurie A. Albright, M.A., Ed.S.
Recruitment Administrator, Stanford Law School
May 1985

APPENDIX C

EMPLOYMENT DATA REPORTS

The following 44 pages are the data reports that formed the basis for the NALP analysis. NALP respondents are listed in the "total" column by census region and in the national summary report. A respondent is listed in the total column even when his race or sex is unknown; consequently, the total column is greater than the sum of the other columns--non-minority male, non-minority female, minority male, and minority female.

The national employment survey report appears first, followed by the nine census regions and a foreign, miscellaneous report. This foreign, miscellaneous report includes all the respondents who were employed although their employment location was unknown. Each of these sections is four pages.

The first page of each section is the Employment Status report. The Employment Status report uses two percentages in calculating employment. The first percentage is based on the number of participants in the NALP survey with known employment status. The second percentage includes graduates from participating schools for whom employment information is unknown. The row, "Employment Assumed," refers to respondents who are employed but who did not list their occupation as legal or nonlegal.

The second and third pages of each section are the Employment Category reports. The percentages listed in these reports are based on the number of respondents who are employed full-time. Frequently in earlier analysis, these categories were combined so that the format of the data would be comparable to previous years. For example, the public interest organization categories and the government category of public defender were combined to analyze public service-public interest organizations over time.

The fourth page of each section lists whether respondents are in legal or non-legal positions by employment category. It is interesting to note how the number of non-legal positions has surpassed the number of legal positions obtained in academia, and is close to surpassing the number of legal jobs in business.

NATIONAL ASSOCIATION FOR LAW PLACEMENT
GRADUATING CLASS OF 1983

EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

NATIONAL

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
FULL-TIME LEGAL POSITION	21756 (77.5%) (63.8%)	12915 (79.4%) (67.3%)	6853 (76.7%) (64.6%)	769 (69.4%) (51.5%)	541 (65.9%) (48.3%)
FULL-TIME NONLEGAL POSITION	1828 (6.5%) (5.4%)	1221 (7.5%) (6.4%)	374 (4.2%) (3.5%)	90 (8.1%) (6.0%)	53 (6.5%) (4.7%)
FULL-TIME EMPLOYMENT ASSUMED	164 (0.6%) (0.5%)	57 (0.4%) (0.3%)	43 (0.5%) (0.4%)	28 (2.5%) (1.9%)	20 (2.4%) (1.8%)
PART-TIME LEGAL POSITION	945 (3.4%) (2.8%)	433 (2.7%) (2.3%)	402 (4.5%) (3.8%)	39 (3.5%) (2.6%)	36 (4.4%) (3.2%)
PART-TIME NONLEGAL POSITION	247 (0.9%) (0.7%)	128 (0.8%) (0.7%)	82 (0.9%) (0.8%)	11 (1.0%) (0.7%)	16 (1.9%) (1.4%)
PART-TIME EMPLOYMENT ASSUMED	1 (0.0%) (0.0%)	0 (0.0%) (0.0%)	1 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
ADVANCED DEGREE PROGRAM	485 (1.7%) (1.4%)	322 (2.0%) (1.7%)	109 (1.2%) (1.0%)	20 (1.8%) (1.3%)	13 (1.6%) (1.2%)
UNEMPLOYED, NOT SEEKING WORK	506 (1.8%) (1.5%)	148 (0.9%) (0.8%)	294 (3.3%) (2.8%)	21 (1.9%) (1.4%)	33 (4.0%) (2.9%)
UNEMPLOYED, SEEKING WORK	2140 (7.6%) (6.3%)	1033 (6.4%) (5.4%)	776 (8.7%) (7.3%)	130 (11.7%) (8.7%)	109 (13.3%) (9.7%)
*** KNOWN EMPLOYMENT STATUS	28072 (100.0%) (82.3%)	16257 (100.0%) (84.8%)	8934 (100.0%) (84.2%)	1108 (100.0%) (74.2%)	821 (100.0%) (73.4%)
EMPLOYMENT STATUS UNKNOWN	6028 (17.7%)	2919 (15.2%)	1672 (15.8%)	385 (25.8%)	298 (26.6%)
*** GRAND TOTAL	34100 (100.0%)	19176 (100.0%)	10606 (100.0%)	1493 (100.0%)	1119 (100.0%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
GRADUATING CLASS OF 1983

EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

NATIONAL

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE CATEGORIES ---					
SELF EMPLOYED	937 (3.9%)	606 (4.3%)	220 (3.0%)	46 (5.2%)	15 (2.4%)
VERY SMALL FIRM (2-10)	5431 (22.9%)	3474 (24.5%)	1559 (21.4%)	146 (16.5%)	89 (14.5%)
SMALL FIRM (11-25)	1995 (8.4%)	1274 (9.0%)	601 (8.3%)	42 (4.7%)	23 (3.7%)
MEDIUM FIRM (26-50)	1487 (6.3%)	959 (6.8%)	418 (5.7%)	49 (5.5%)	24 (3.9%)
LARGE FIRM (51-100)	1332 (5.6%)	801 (5.6%)	437 (6.0%)	42 (4.7%)	30 (4.9%)
VERY LARGE FIRM (OVER 100)	2032 (8.6%)	1166 (8.2%)	711 (9.8%)	80 (9.0%)	45 (7.3%)
FIRM SIZE NOT IDENTIFIED	779 (3.3%)	457 (3.2%)	222 (3.1%)	32 (3.6%)	23 (3.7%)
*** SUBTOTAL	13993 (58.9%)	8737 (61.6%)	4168 (57.3%)	437 (49.3%)	249 (40.6%)
BUSINESS AND INDUSTRY CATEGORIES ---					
CORPORATION	1041 (4.4%)	670 (4.7%)	264 (3.6%)	34 (3.8%)	31 (5.0%)
ACCOUNTING FIRM	443 (1.9%)	350 (2.5%)	59 (0.8%)	13 (1.5%)	7 (1.1%)
INSURANCE COMPANY	206 (0.9%)	115 (0.8%)	63 (0.9%)	9 (1.0%)	5 (0.8%)
BANK, FINANCIAL INSTITUTION	273 (1.1%)	171 (1.2%)	72 (1.0%)	9 (1.0%)	8 (1.3%)
OTHER	438 (1.8%)	291 (2.1%)	102 (1.4%)	23 (2.6%)	8 (1.3%)
*** SUBTOTAL	2401 (10.1%)	1597 (11.3%)	560 (7.7%)	88 (9.9%)	59 (9.6%)
FEDERAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	552 (2.3%)	275 (1.9%)	211 (2.9%)	29 (3.3%)	24 (3.9%)
JUDICIAL CLERKSHIP	1070 (4.5%)	600 (4.2%)	391 (5.4%)	37 (4.2%)	26 (4.2%)
MILITARY	383 (1.6%)	283 (2.0%)	50 (0.7%)	28 (3.2%)	9 (1.5%)
PROSECUTION	27 (0.1%)	11 (0.1%)	11 (0.2%)	4 (0.5%)	1 (0.2%)
PUBLIC DEFENDER	9 (0.0%)	6 (0.0%)	2 (0.0%)	1 (0.1%)	0 (0.0%)
OTHER	132 (0.6%)	71 (0.5%)	36 (0.5%)	10 (1.1%)	7 (1.1%)
AREA NOT IDENTIFIED	83 (0.3%)	39 (0.3%)	26 (0.4%)	5 (0.6%)	3 (0.5%)
*** SUBTOTAL	2256 (9.5%)	1285 (9.1%)	727 (10.0%)	114 (12.9%)	70 (11.4%)
STATE GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	328 (1.4%)	154 (1.1%)	121 (1.7%)	16 (1.8%)	20 (3.3%)
JUDICIAL CLERKSHIP	1378 (5.8%)	685 (4.8%)	572 (7.9%)	40 (4.5%)	29 (4.7%)
MILITARY	2 (0.0%)	1 (0.0%)	1 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	310 (1.3%)	171 (1.2%)	98 (1.3%)	13 (1.5%)	13 (2.1%)
PUBLIC DEFENDER	111 (0.5%)	44 (0.3%)	37 (0.5%)	16 (1.8%)	8 (1.3%)
OTHER	222 (0.9%)	106 (0.7%)	65 (0.9%)	13 (1.5%)	5 (0.8%)
AREA NOT IDENTIFIED	80 (0.3%)	44 (0.3%)	23 (0.3%)	1 (0.1%)	0 (0.0%)
*** SUBTOTAL	2431 (10.2%)	1205 (8.5%)	917 (12.6%)	99 (11.2%)	75 (12.2%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
GRADUATING CLASS OF 1983

EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

NATIONAL

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
LOCAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	92 (0,4%)	37 (0,3%)	40 (0,6%)	7 (0,8%)	5 (0,8%)
JUDICIAL CLERKSHIP	166 (0,7%)	87 (0,6%)	69 (0,9%)	3 (0,3%)	5 (0,8%)
MILITARY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	493 (2,1%)	272 (1,9%)	145 (2,0%)	29 (3,3%)	27 (4,4%)
PUBLIC DEFENDER	90 (0,4%)	48 (0,3%)	35 (0,5%)	2 (0,2%)	2 (0,3%)
OTHER	172 (0,7%)	93 (0,7%)	54 (0,7%)	7 (0,8%)	11 (1,8%)
AREA NOT IDENTIFIED	57 (0,2%)	35 (0,2%)	13 (0,2%)	4 (0,5%)	4 (0,7%)
*** SUBTOTAL	1070 (4,5%)	572 (4,0%)	356 (4,9%)	52 (5,9%)	54 (8,8%)
OTHER GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	5 (0,0%)	1 (0,0%)	3 (0,0%)	1 (0,1%)	0 (0,0%)
JUDICIAL CLERKSHIP	205 (0,9%)	113 (0,8%)	77 (1,1%)	8 (0,9%)	7 (1,1%)
MILITARY	36 (0,2%)	29 (0,2%)	3 (0,0%)	2 (0,2%)	2 (0,3%)
PROSECUTION	39 (0,2%)	23 (0,2%)	10 (0,1%)	3 (0,3%)	2 (0,3%)
PUBLIC DEFENDER	15 (0,1%)	8 (0,1%)	6 (0,1%)	1 (0,1%)	0 (0,0%)
OTHER	14 (0,1%)	10 (0,1%)	4 (0,1%)	0 (0,0%)	0 (0,0%)
AREA NOT IDENTIFIED	22 (0,1%)	16 (0,1%)	3 (0,0%)	3 (0,3%)	0 (0,0%)
*** SUBTOTAL	336 (1,4%)	200 (1,4%)	106 (1,5%)	18 (2,0%)	11 (1,8%)
PUBLIC INTEREST ORGANIZATION CATEGORIES ---					
LEGAL SERVICES	278 (1,2%)	81 (0,6%)	113 (1,6%)	26 (2,9%)	46 (7,5%)
OTHER	158 (0,7%)	66 (0,5%)	57 (0,8%)	11 (1,2%)	20 (3,3%)
*** SUBTOTAL	436 (1,8%)	147 (1,0%)	170 (2,3%)	37 (4,2%)	66 (10,7%)
ACADEMIC CATEGORIES ---					
FACULTY, ADMIN., LIBRARIAN	105 (0,4%)	41 (0,3%)	48 (0,7%)	7 (0,8%)	5 (0,8%)
OTHER	179 (0,8%)	87 (0,6%)	59 (0,8%)	13 (1,5%)	10 (1,6%)
*** SUBTOTAL	284 (1,2%)	128 (0,9%)	107 (1,5%)	20 (2,3%)	15 (2,4%)
JOB CATEGORY NOT IDENTIFIED ---					
*** SUBTOTAL	537 (2,3%)	321 (2,3%)	157 (2,2%)	22 (2,5%)	15 (2,4%)
*** GRAND TOTAL	23744 (100,0%)	14192 (100,0%)	7268 (100,0%)	887 (100,0%)	614 (100,0%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

NATIONAL

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE: LEGAL	13920 (58.6%)	8707 (61.3%)	4145 (57.0%)	428 (48.3%)	240 (39.1%)
PRIVATE PRACTICE: NON-LEGAL	31 (0.1%)	20 (0.1%)	9 (0.1%)	1 (0.1%)	0 (0.0%)
BUSINESS, INDUSTRY: LEGAL	1347 (5.7%)	840 (5.9%)	381 (5.2%)	43 (4.8%)	33 (5.4%)
BUSINESS, INDUSTRY: NON-LEGAL	1050 (4.4%)	756 (5.3%)	178 (2.4%)	44 (5.0%)	25 (4.1%)
FEDERAL GOVERNMENT: LEGAL	2097 (8.8%)	1197 (8.4%)	691 (9.5%)	91 (10.3%)	63 (10.3%)
FEDERAL GOVERNMENT: NON-LEGAL	144 (0.6%)	84 (0.6%)	31 (0.4%)	18 (2.0%)	6 (1.0%)
STATE GOVERNMENT: LEGAL	2296 (9.7%)	1127 (7.9%)	881 (12.1%)	96 (10.8%)	72 (11.7%)
STATE GOVERNMENT: NON-LEGAL	132 (0.6%)	76 (0.5%)	34 (0.5%)	3 (0.3%)	3 (0.5%)
LOCAL GOVERNMENT: LEGAL	970 (4.1%)	503 (3.5%)	342 (4.7%)	47 (5.3%)	51 (8.3%)
LOCAL GOVERNMENT: NON-LEGAL	96 (0.4%)	69 (0.5%)	13 (0.2%)	3 (0.3%)	3 (0.5%)
OTHER GOVERNMENT: LEGAL	308 (1.3%)	183 (1.3%)	104 (1.4%)	7 (0.8%)	5 (0.8%)
OTHER GOVERNMENT: NON-LEGAL	16 (0.1%)	12 (0.1%)	1 (0.0%)	2 (0.2%)	1 (0.2%)
PUB. INTEREST ORG.: LEGAL	397 (1.7%)	131 (0.9%)	158 (2.2%)	34 (3.8%)	60 (9.8%)
PUB. INTEREST ORG.: NON-LEGAL	33 (0.1%)	16 (0.1%)	12 (0.2%)	2 (0.2%)	2 (0.3%)
ACADEMIC: LEGAL	117 (0.5%)	39 (0.3%)	58 (0.8%)	8 (0.9%)	7 (1.1%)
ACADEMIC: NON-LEGAL	164 (0.7%)	88 (0.6%)	49 (0.7%)	11 (1.2%)	8 (1.3%)
JOB NOT IDENTIFIED: LEGAL	312 (1.3%)	188 (1.3%)	93 (1.3%)	15 (1.7%)	10 (1.6%)
JOB NOT IDENTIFIED: NON-LEGAL	162 (0.7%)	98 (0.7%)	47 (0.6%)	6 (0.7%)	5 (0.8%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: NEW ENGLAND (CT ME MA NH RI VT)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
FULL-TIME LEGAL POSITION	1470 (81.4%) (81.4%)	821 (83.2%) (83.2%)	479 (80.9%) (80.9%)	28 (84.8%) (84.8%)	18 (85.7%) (85.7%)
FULL-TIME NONLEGAL POSITION	183 (10.1%) (10.1%)	104 (10.5%) (10.5%)	42 (7.1%) (7.1%)	4 (12.1%) (12.1%)	2 (9.5%) (9.5%)
FULL-TIME EMPLOYMENT ASSUMED	1 (0.1%) (0.1%)	1 (0.1%) (0.1%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
PART-TIME LEGAL POSITION	99 (5.5%) (5.5%)	40 (4.1%) (4.1%)	46 (7.8%) (7.8%)	0 (0.0%) (0.0%)	1 (4.8%) (4.8%)
PART-TIME NONLEGAL POSITION	22 (1.2%) (1.2%)	8 (0.8%) (0.8%)	10 (1.7%) (1.7%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
PART-TIME EMPLOYMENT ASSUMED	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
ADVANCED DEGREE PROGRAM	24 (1.3%) (1.3%)	12 (1.2%) (1.2%)	9 (1.5%) (1.5%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
UNEMPLOYED, NOT SEEKING WORK	2 (0.1%) (0.1%)	0 (0.0%) (0.0%)	2 (0.3%) (0.3%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
UNEMPLOYED, SEEKING WORK	6 (0.3%) (0.3%)	1 (0.1%) (0.1%)	4 (0.7%) (0.7%)	1 (3.0%) (3.0%)	0 (0.0%) (0.0%)
*** KNOWN EMPLOYMENT STATUS	1807 (100.0%) (100.0%)	987 (100.0%) (100.0%)	592 (100.0%) (100.0%)	33 (100.0%) (100.0%)	21 (100.0%) (100.0%)
EMPLOYMENT STATUS UNKNOWN	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
*** GRAND TOTAL	1807 (100.0%)	987 (100.0%)	592 (100.0%)	33 (100.0%)	21 (100.0%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: NEW ENGLAND (CT ME MA NH RI VT)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE CATEGORIES ---					
SELF EMPLOYED	61 (3.7%)	31 (3.3%)	13 (2.5%)	1 (3.1%)	0 (0.0%)
VERY SMALL FIRM (2-10)	458 (27.7%)	258 (27.9%)	151 (29.0%)	5 (15.6%)	2 (10.0%)
SMALL FIRM (11-25)	107 (6.5%)	68 (7.3%)	31 (6.0%)	1 (3.1%)	1 (5.0%)
MEDIUM FIRM (26-50)	92 (5.6%)	55 (5.9%)	33 (6.3%)	1 (3.1%)	1 (5.0%)
LARGE FIRM (51-100)	65 (3.9%)	44 (4.8%)	18 (3.5%)	1 (3.1%)	1 (5.0%)
VERY LARGE FIRM (OVER 100)	85 (5.1%)	49 (5.3%)	30 (5.8%)	3 (9.4%)	3 (15.0%)
FIRM SIZE NOT IDENTIFIED	37 (2.2%)	22 (2.4%)	8 (1.5%)	0 (0.0%)	1 (5.0%)
*** SUBTOTAL	905 (54.7%)	527 (56.9%)	284 (54.5%)	12 (37.5%)	9 (45.0%)
BUSINESS AND INDUSTRY CATEGORIES ---					
CORPORATION	110 (6.7%)	68 (7.3%)	28 (5.4%)	2 (6.3%)	3 (15.0%)
ACCOUNTING FIRM	44 (2.7%)	31 (3.3%)	10 (1.9%)	0 (0.0%)	0 (0.0%)
INSURANCE COMPANY	35 (2.1%)	21 (2.3%)	8 (1.5%)	1 (3.1%)	0 (0.0%)
BANK, FINANCIAL INSTITUTION	13 (0.8%)	6 (0.6%)	5 (1.0%)	0 (0.0%)	0 (0.0%)
OTHER	28 (1.7%)	20 (2.2%)	5 (1.0%)	1 (3.1%)	0 (0.0%)
*** SUBTOTAL	230 (13.9%)	146 (15.8%)	56 (10.7%)	4 (12.5%)	3 (15.0%)
FEDERAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	17 (1.0%)	8 (0.9%)	5 (1.0%)	1 (3.1%)	1 (5.0%)
JUDICIAL CLERKSHIP	61 (3.7%)	34 (3.7%)	23 (4.4%)	2 (6.3%)	1 (5.0%)
MILITARY	12 (0.7%)	6 (0.6%)	3 (0.6%)	2 (6.3%)	0 (0.0%)
PROSECUTION	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PUBLIC DEFENDER	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
OTHER	4 (0.2%)	0 (0.0%)	1 (0.2%)	0 (0.0%)	0 (0.0%)
AREA NOT IDENTIFIED	3 (0.2%)	3 (0.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	97 (5.9%)	51 (5.5%)	32 (6.1%)	5 (15.6%)	2 (10.0%)
STATE GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	78 (4.7%)	45 (4.9%)	27 (5.2%)	1 (3.1%)	2 (10.0%)
JUDICIAL CLERKSHIP	146 (8.8%)	63 (6.8%)	71 (13.6%)	4 (12.5%)	2 (10.0%)
MILITARY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	26 (1.6%)	17 (1.8%)	4 (0.8%)	0 (0.0%)	0 (0.0%)
PUBLIC DEFENDER	5 (0.3%)	2 (0.2%)	1 (0.2%)	1 (3.1%)	0 (0.0%)
OTHER	31 (1.9%)	10 (1.1%)	1 (0.2%)	3 (9.4%)	0 (0.0%)
AREA NOT IDENTIFIED	6 (0.4%)	5 (0.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	292 (17.7%)	142 (15.3%)	104 (20.0%)	9 (28.1%)	4 (20.0%)

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10-REGION NATIONAL SUMMARY

REGION: NEW ENGLAND (CT ME MA NH RI VT)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
LOCAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	6 (0.4%)	4 (0.4%)	2 (0.4%)	0 (0.0%)	0 (0.0%)
JUDICIAL CLERKSHIP	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
MILITARY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	10 (0.6%)	7 (0.8%)	3 (0.6%)	0 (0.0%)	0 (0.0%)
PUBLIC DEFENDER	2 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
OTHER	9 (0.5%)	2 (0.2%)	1 (0.2%)	1 (3.1%)	0 (0.0%)
AREA NOT IDENTIFIED	1 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	28 (1.7%)	15 (1.6%)	6 (1.2%)	1 (3.1%)	0 (0.0%)
OTHER GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
JUDICIAL CLERKSHIP	4 (0.2%)	3 (0.3%)	1 (0.2%)	0 (0.0%)	0 (0.0%)
MILITARY	2 (0.1%)	2 (0.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	2 (0.1%)	2 (0.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PUBLIC DEFENDER	2 (0.1%)	0 (0.0%)	2 (0.4%)	0 (0.0%)	0 (0.0%)
OTHER	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
AREA NOT IDENTIFIED	1 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	11 (0.7%)	8 (0.9%)	3 (0.6%)	0 (0.0%)	0 (0.0%)
PUBLIC INTEREST ORGANIZATION CATEGORIES ---					
LEGAL SERVICES	11 (0.7%)	0 (0.0%)	7 (1.3%)	0 (0.0%)	0 (0.0%)
OTHER	21 (1.3%)	10 (1.1%)	10 (1.9%)	1 (3.1%)	0 (0.0%)
*** SUBTOTAL	32 (1.9%)	10 (1.1%)	17 (3.3%)	1 (3.1%)	0 (0.0%)
ACADEMIC CATEGORIES ---					
FACULTY, ADMIN., LIBRARIAN	14 (0.8%)	4 (0.4%)	9 (1.7%)	0 (0.0%)	0 (0.0%)
OTHER	23 (1.4%)	11 (1.2%)	7 (1.3%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	37 (2.2%)	15 (1.6%)	16 (3.1%)	0 (0.0%)	0 (0.0%)
JOB CATEGORY NOT IDENTIFIED ---					
*** SUBTOTAL	22 (1.3%)	12 (1.3%)	3 (0.6%)	0 (0.0%)	2 (10.0%)
*** GRAND TOTAL	1654 (100.0%)	926 (100.0%)	521 (100.0%)	32 (100.0%)	20 (100.0%)

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10-REGION NATIONAL SUMMARY

REGION: NEW ENGLAND (CT ME MA NH RI VT)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE: LEGAL	901 (54.5%)	525 (56.7%)	284 (54.5%)	11 (34.4%)	9 (45.0%)
PRIVATE PRACTICE: NON-LEGAL	3 (0.2%)	1 (0.1%)	0 (0.0%)	1 (3.1%)	0 (0.0%)
BUSINESS, INDUSTRY: LEGAL	136 (8.2%)	85 (9.2%)	37 (7.1%)	1 (3.1%)	2 (10.0%)
BUSINESS, INDUSTRY: NON-LEGAL	94 (5.7%)	61 (6.6%)	19 (3.6%)	3 (9.4%)	1 (5.0%)
FEDERAL GOVERNMENT: LEGAL	89 (5.4%)	46 (5.0%)	29 (5.6%)	5 (15.6%)	2 (10.0%)
FEDERAL GOVERNMENT: NON-LEGAL	8 (0.5%)	5 (0.5%)	3 (0.6%)	0 (0.0%)	0 (0.0%)
STATE GOVERNMENT: LEGAL	256 (15.5%)	124 (13.4%)	95 (18.2%)	9 (28.1%)	4 (20.0%)
STATE GOVERNMENT: NON-LEGAL	36 (2.2%)	18 (1.9%)	9 (1.7%)	0 (0.0%)	0 (0.0%)
LOCAL GOVERNMENT: LEGAL	21 (1.3%)	11 (1.2%)	5 (1.0%)	1 (3.1%)	0 (0.0%)
LOCAL GOVERNMENT: NON-LEGAL	7 (0.4%)	4 (0.4%)	1 (0.2%)	0 (0.0%)	0 (0.0%)
OTHER GOVERNMENT: LEGAL	9 (0.5%)	6 (0.6%)	3 (0.6%)	0 (0.0%)	0 (0.0%)
OTHER GOVERNMENT: NON-LEGAL	2 (0.1%)	2 (0.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PUB. INTEREST ORG.: LEGAL	30 (1.8%)	9 (1.0%)	16 (3.1%)	1 (3.1%)	0 (0.0%)
PUB. INTEREST ORG.: NON-LEGAL	2 (0.1%)	1 (0.1%)	1 (0.2%)	0 (0.0%)	0 (0.0%)
ACADEMIC: LEGAL	16 (1.0%)	6 (0.6%)	9 (1.7%)	0 (0.0%)	0 (0.0%)
ACADEMIC: NON-LEGAL	21 (1.3%)	9 (1.0%)	7 (1.3%)	0 (0.0%)	0 (0.0%)
JOB NOT IDENTIFIED: LEGAL	12 (0.7%)	9 (1.0%)	1 (0.2%)	0 (0.0%)	1 (5.0%)
JOB NOT IDENTIFIED: NON-LEGAL	10 (0.6%)	3 (0.3%)	2 (0.4%)	0 (0.0%)	1 (5.0%)

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10-REGION NATIONAL SUMMARY

REGION: MIDDLE ATLANTIC (NJ NY PA)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
FULL-TIME LEGAL POSITION	4510 (87.2%) (87.2%)	2550 (86.6%) (86.6%)	1573 (90.0%) (89.9%)	136 (82.4%) (82.4%)	132 (85.2%) (84.6%)
FULL-TIME NONLEGAL POSITION	367 (7.1%) (7.1%)	253 (8.6%) (8.6%)	64 (3.7%) (3.7%)	19 (11.5%) (11.5%)	10 (6.5%) (6.4%)
FULL-TIME EMPLOYMENT ASSUMED	17 (0.3%) (0.3%)	6 (0.2%) (0.2%)	7 (0.4%) (0.4%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
PART-TIME LEGAL POSITION	178 (3.4%) (3.4%)	87 (3.0%) (3.0%)	73 (4.2%) (4.2%)	6 (3.6%) (3.6%)	6 (3.9%) (3.8%)
PART-TIME NONLEGAL POSITION	39 (0.8%) (0.8%)	20 (0.7%) (0.7%)	13 (0.7%) (0.7%)	1 (0.6%) (0.6%)	3 (1.9%) (1.9%)
PART-TIME EMPLOYMENT ASSUMED	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
ADVANCED DEGREE PROGRAM	48 (0.9%) (0.9%)	25 (0.8%) (0.8%)	11 (0.6%) (0.6%)	3 (1.8%) (1.8%)	3 (1.9%) (1.9%)
UNEMPLOYED, NOT SEEKING WORK	2 (0.0%) (0.0%)	0 (0.0%) (0.0%)	2 (0.1%) (0.1%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
UNEMPLOYED, SEEKING WORK	9 (0.2%) (0.2%)	4 (0.1%) (0.1%)	4 (0.2%) (0.2%)	0 (0.0%) (0.0%)	1 (0.6%) (0.6%)
*** KNOWN EMPLOYMENT STATUS	5170 (100.0%) (99.9%)	2945 (100.0%) (100.0%)	1747 (100.0%) (99.9%)	165 (100.0%) (100.0%)	155 (100.0%) (99.4%)
EMPLOYMENT STATUS UNKNOWN	4 (0.1%)	1 (0.0%)	2 (0.1%)	0 (0.0%)	1 (0.6%)
*** GRAND TOTAL	5174 (100.0%)	2946 (100.0%)	1749 (100.0%)	165 (100.0%)	156 (100.0%)

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10-REGION NATIONAL SUMMARY

REGION: MIDDLE ATLANTIC (NJ NY PA)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE CATEGORIES ---					
SELF EMPLOYED	88 (1.8%)	53 (1.9%)	24 (1.5%)	4 (2.6%)	1 (0.7%)
VERY SMALL FIRM (2-10)	912 (18.6%)	558 (19.9%)	302 (18.4%)	16 (10.3%)	13 (9.2%)
SMALL FIRM (11-25)	329 (6.7%)	195 (6.9%)	121 (7.4%)	7 (4.5%)	3 (2.1%)
MEDIUM FIRM (26-50)	261 (5.3%)	165 (5.9%)	79 (4.8%)	6 (3.9%)	5 (3.5%)
LARGE FIRM (51-100)	327 (6.7%)	175 (6.2%)	130 (7.9%)	8 (5.2%)	10 (7.0%)
VERY LARGE FIRM (OVER 100)	745 (15.2%)	407 (14.5%)	280 (17.0%)	30 (19.4%)	20 (14.1%)
FIRM SIZE NOT IDENTIFIED	187 (3.8%)	114 (4.1%)	56 (3.4%)	6 (3.9%)	4 (2.8%)
*** SUBTOTAL	2849 (58.2%)	1667 (59.3%)	992 (60.3%)	77 (49.7%)	56 (39.4%)
BUSINESS AND INDUSTRY CATEGORIES ---					
CORPORATION	220 (4.5%)	134 (4.8%)	60 (3.6%)	9 (5.8%)	7 (4.9%)
ACCOUNTING FIRM	122 (2.5%)	98 (3.5%)	16 (1.0%)	5 (3.2%)	2 (1.4%)
INSURANCE COMPANY	58 (1.2%)	30 (1.1%)	22 (1.3%)	3 (1.9%)	1 (0.7%)
BANK, FINANCIAL INSTITUTION	95 (1.9%)	59 (2.1%)	24 (1.5%)	4 (2.6%)	4 (2.8%)
OTHER	90 (1.8%)	55 (2.0%)	27 (1.6%)	3 (1.9%)	1 (0.7%)
*** SUBTOTAL	585 (12.0%)	376 (13.4%)	149 (9.1%)	24 (15.5%)	15 (10.6%)
FEDERAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	55 (1.1%)	29 (1.0%)	23 (1.4%)	2 (1.3%)	0 (0.0%)
JUDICIAL CLERKSHIP	166 (3.4%)	87 (3.1%)	69 (4.2%)	4 (2.6%)	4 (2.8%)
MILITARY	10 (0.2%)	6 (0.2%)	2 (0.1%)	0 (0.0%)	0 (0.0%)
PROSECUTION	3 (0.1%)	2 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
PUBLIC DEFENDER	1 (0.0%)	1 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
OTHER	7 (0.1%)	4 (0.1%)	2 (0.1%)	1 (0.6%)	0 (0.0%)
AREA NOT IDENTIFIED	4 (0.1%)	1 (0.0%)	3 (0.2%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	246 (5.0%)	130 (4.6%)	100 (6.1%)	7 (4.5%)	4 (2.8%)
STATE GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	57 (1.2%)	31 (1.1%)	13 (0.8%)	4 (2.6%)	5 (3.5%)
JUDICIAL CLERKSHIP	349 (7.1%)	182 (6.5%)	128 (7.8%)	4 (2.6%)	10 (7.0%)
MILITARY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	44 (0.9%)	21 (0.7%)	13 (0.8%)	2 (1.3%)	4 (2.8%)
PUBLIC DEFENDER	12 (0.2%)	5 (0.2%)	2 (0.1%)	1 (0.6%)	3 (2.1%)
OTHER	40 (0.8%)	23 (0.8%)	13 (0.8%)	2 (1.3%)	0 (0.0%)
AREA NOT IDENTIFIED	17 (0.3%)	9 (0.3%)	3 (0.2%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	519 (10.6%)	271 (9.6%)	172 (10.5%)	13 (8.4%)	22 (15.5%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
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10-REGION NATIONAL SUMMARY

REGION: MIDDLE ATLANTIC (NJ NY PA)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
LOCAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	41 (0,8%)	15 (0,5%)	20 (1,2%)	3 (1,9%)	2 (1,4%)
JUDICIAL CLERKSHIP	72 (1,5%)	40 (1,4%)	30 (1,8%)	0 (0,0%)	0 (0,0%)
MILITARY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	167 (3,4%)	100 (3,6%)	50 (3,0%)	7 (4,5%)	8 (5,6%)
PUBLIC DEFENDER	26 (0,5%)	14 (0,5%)	9 (0,5%)	2 (1,3%)	0 (0,0%)
OTHER	64 (1,3%)	32 (1,1%)	21 (1,3%)	2 (1,3%)	8 (5,6%)
AREA NOT IDENTIFIED	15 (0,3%)	12 (0,4%)	1 (0,1%)	0 (0,0%)	2 (1,4%)
*** SUBTOTAL	385 (7,9%)	213 (7,6%)	131 (8,0%)	14 (9,0%)	20 (14,1%)
OTHER GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	3 (0,1%)	0 (0,0%)	3 (0,2%)	0 (0,0%)	0 (0,0%)
JUDICIAL CLERKSHIP	31 (0,6%)	17 (0,6%)	14 (0,9%)	0 (0,0%)	0 (0,0%)
MILITARY	1 (0,0%)	1 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	21 (0,4%)	13 (0,5%)	4 (0,2%)	2 (1,3%)	1 (0,7%)
PUBLIC DEFENDER	6 (0,1%)	4 (0,1%)	1 (0,1%)	1 (0,6%)	0 (0,0%)
OTHER	4 (0,1%)	4 (0,1%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
AREA NOT IDENTIFIED	2 (0,0%)	1 (0,0%)	0 (0,0%)	1 (0,6%)	0 (0,0%)
*** SUBTOTAL	68 (1,4%)	40 (1,4%)	22 (1,3%)	4 (2,6%)	1 (0,7%)
PUBLIC INTEREST ORGANIZATION CATEGORIES ---					
LEGAL SERVICES	61 (1,2%)	16 (0,6%)	23 (1,4%)	5 (3,2%)	15 (10,6%)
OTHER	33 (0,7%)	12 (0,4%)	13 (0,8%)	3 (1,9%)	4 (2,8%)
*** SUBTOTAL	94 (1,9%)	28 (1,0%)	36 (2,2%)	8 (5,2%)	19 (13,4%)
ACADEMIC CATEGORIES ---					
FACULTY, ADMIN., LIBRARIAN	17 (0,3%)	5 (0,2%)	10 (0,6%)	1 (0,6%)	0 (0,0%)
OTHER	39 (0,8%)	19 (0,7%)	12 (0,7%)	5 (3,2%)	1 (0,7%)
*** SUBTOTAL	56 (1,1%)	24 (0,9%)	22 (1,3%)	6 (3,9%)	1 (0,7%)
JOB CATEGORY NOT IDENTIFIED ---					
*** SUBTOTAL	92 (1,9%)	60 (2,1%)	20 (1,2%)	2 (1,3%)	4 (2,8%)
*** GRAND TOTAL	4894 (100,0%)	2809 (100,0%)	1644 (100,0%)	155 (100,0%)	142 (100,0%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: MIDDLE ATLANTIC (NJ NY PA)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE: LEGAL	2836 (57,9%)	1661 (59,1%)	985 (59,9%)	77 (49,7%)	56 (39,4%)
PRIVATE PRACTICE: NON-LEGAL	5 (0.1%)	4 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
BUSINESS, INDUSTRY: LEGAL	364 (7.4%)	221 (7.9%)	112 (6.8%)	14 (9.0%)	10 (7.0%)
BUSINESS, INDUSTRY: NON-LEGAL	221 (4.5%)	155 (5.5%)	37 (2.3%)	10 (6.5%)	5 (3.5%)
FEDERAL GOVERNMENT: LEGAL	229 (4.7%)	119 (4.2%)	96 (5.8%)	5 (3.2%)	4 (2.8%)
FEDERAL GOVERNMENT: NON-LEGAL	15 (0.3%)	9 (0.3%)	4 (0.2%)	2 (1.3%)	0 (0.0%)
STATE GOVERNMENT: LEGAL	491 (10.0%)	251 (8.9%)	168 (10.2%)	13 (8.4%)	21 (14.8%)
STATE GOVERNMENT: NON-LEGAL	28 (0.6%)	20 (0.7%)	4 (0.2%)	0 (0.0%)	1 (0.7%)
LOCAL GOVERNMENT: LEGAL	351 (7.2%)	186 (6.6%)	127 (7.7%)	14 (9.0%)	19 (13.4%)
LOCAL GOVERNMENT: NON-LEGAL	33 (0.7%)	27 (1.0%)	3 (0.2%)	0 (0.0%)	1 (0.7%)
OTHER GOVERNMENT: LEGAL	67 (1.4%)	40 (1.4%)	22 (1.3%)	3 (1.9%)	1 (0.7%)
OTHER GOVERNMENT: NON-LEGAL	1 (0.0%)	0 (0.0%)	0 (0.0%)	1 (0.6%)	0 (0.0%)
PUB. INTEREST ORG.: LEGAL	90 (1.8%)	27 (1.0%)	33 (2.0%)	8 (5.2%)	19 (13.4%)
PUB. INTEREST ORG.: NON-LEGAL	4 (0.1%)	1 (0.0%)	3 (0.2%)	0 (0.0%)	0 (0.0%)
ACADEMIC: LEGAL	22 (0.4%)	6 (0.2%)	13 (0.8%)	1 (0.6%)	0 (0.0%)
ACADEMIC: NON-LEGAL	34 (0.7%)	18 (0.6%)	9 (0.5%)	5 (3.2%)	1 (0.7%)
JOB NOT IDENTIFIED: LEGAL	60 (1.2%)	39 (1.4%)	17 (1.0%)	1 (0.6%)	2 (1.4%)
JOB NOT IDENTIFIED: NON-LEGAL	26 (0.5%)	19 (0.7%)	3 (0.2%)	1 (0.6%)	2 (1.4%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
GRADUATING CLASS OF 1983

EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: EAST NORTH CENTRAL (IL IN MI OH WI)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
FULL-TIME LEGAL POSITION	3188 (84.4%) (84.0%)	1910 (84.6%) (84.4%)	943 (85.0%) (84.3%)	88 (82.2%) (80.7%)	55 (78.6%) (77.5%)
FULL-TIME NONLEGAL POSITION	342 (9.1%) (9.0%)	227 (10.0%) (10.0%)	78 (7.0%) (7.0%)	9 (8.4%) (8.3%)	6 (8.6%) (8.5%)
FULL-TIME EMPLOYMENT ASSUMED	6 (0.2%) (0.2%)	1 (0.0%) (0.0%)	2 (0.2%) (0.2%)	0 (0.0%) (0.0%)	1 (1.4%) (1.4%)
PART-TIME LEGAL POSITION	143 (3.8%) (3.8%)	61 (2.7%) (2.7%)	56 (5.0%) (5.0%)	7 (6.5%) (6.4%)	6 (8.6%) (8.5%)
PART-TIME NONLEGAL POSITION	40 (1.1%) (1.1%)	28 (1.2%) (1.2%)	7 (0.6%) (0.6%)	2 (1.9%) (1.8%)	0 (0.0%) (0.0%)
PART-TIME EMPLOYMENT ASSUMED	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
ADVANCED DEGREE PROGRAM	11 (0.3%) (0.3%)	7 (0.3%) (0.3%)	3 (0.3%) (0.3%)	0 (0.0%) (0.0%)	1 (1.4%) (1.4%)
UNEMPLOYED, NOT SEEKING WORK	8 (0.2%) (0.2%)	4 (0.2%) (0.2%)	4 (0.4%) (0.4%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
UNEMPLOYED, SEEKING WORK	39 (1.0%) (1.0%)	21 (0.9%) (0.9%)	16 (1.4%) (1.4%)	1 (0.9%) (0.9%)	1 (1.4%) (1.4%)
*** KNOWN EMPLOYMENT STATUS	3777 (100.0%) (99.6%)	2259 (100.0%) (99.8%)	1109 (100.0%) (99.1%)	107 (100.0%) (98.2%)	70 (100.0%) (98.6%)
EMPLOYMENT STATUS UNKNOWN	17 (0.4%)	4 (0.2%)	10 (0.9%)	2 (1.8%)	1 (1.4%)
*** GRAND TOTAL	3794 (100.0%)	2263 (100.0%)	1119 (100.0%)	109 (100.0%)	71 (100.0%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: EAST NORTH CENTRAL (IL IN MI OH WI)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE CATEGORIES ---					
SELF EMPLOYED	198 (5.6%)	133 (6.2%)	38 (3.7%)	9 (9.3%)	0 (0.0%)
VERY SMALL FIRM (2-10)	858 (24.3%)	545 (25.5%)	247 (24.1%)	13 (13.4%)	7 (11.3%)
SMALL FIRM (11-25)	285 (8.1%)	180 (8.4%)	74 (7.2%)	4 (4.1%)	3 (4.8%)
MEDIUM FIRM (26-50)	215 (6.1%)	142 (6.6%)	55 (5.4%)	5 (5.2%)	1 (1.6%)
LARGE FIRM (51-100)	181 (5.1%)	117 (5.5%)	55 (5.4%)	2 (2.1%)	1 (1.6%)
VERY LARGE FIRM (OVER 100)	318 (9.0%)	184 (8.6%)	110 (10.8%)	11 (11.3%)	5 (8.1%)
FIRM SIZE NOT IDENTIFIED	74 (2.1%)	50 (2.3%)	19 (1.9%)	2 (2.1%)	1 (1.6%)
*** SUBTOTAL	2129 (60.2%)	1351 (63.2%)	598 (58.5%)	46 (47.4%)	18 (29.0%)
BUSINESS AND INDUSTRY CATEGORIES ---					
CORPORATION	207 (5.9%)	132 (6.2%)	52 (5.1%)	2 (2.1%)	4 (6.5%)
ACCOUNTING FIRM	100 (2.8%)	79 (3.7%)	13 (1.3%)	3 (3.1%)	1 (1.6%)
INSURANCE COMPANY	45 (1.3%)	24 (1.1%)	12 (1.2%)	2 (2.1%)	1 (1.6%)
BANK, FINANCIAL INSTITUTION	46 (1.3%)	30 (1.4%)	13 (1.3%)	2 (2.1%)	0 (0.0%)
OTHER	80 (2.3%)	52 (2.4%)	16 (1.6%)	4 (4.1%)	1 (1.6%)
*** SUBTOTAL	478 (13.5%)	317 (14.8%)	106 (10.4%)	13 (13.4%)	7 (11.3%)
FEDERAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	32 (0.9%)	20 (0.9%)	9 (0.9%)	1 (1.0%)	0 (0.0%)
JUDICIAL CLERKSHIP	135 (3.8%)	74 (3.5%)	45 (4.4%)	4 (4.1%)	5 (8.1%)
MILITARY	9 (0.3%)	8 (0.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	3 (0.1%)	2 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
PUBLIC DEFENDER	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
OTHER	12 (0.3%)	7 (0.3%)	2 (0.2%)	1 (1.0%)	0 (0.0%)
AREA NOT IDENTIFIED	4 (0.1%)	3 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	195 (5.5%)	114 (5.3%)	58 (5.7%)	6 (6.2%)	5 (8.1%)
STATE GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	52 (1.5%)	16 (0.7%)	20 (2.0%)	5 (5.2%)	2 (3.2%)
JUDICIAL CLERKSHIP	148 (4.2%)	82 (3.8%)	54 (5.3%)	1 (1.0%)	1 (1.6%)
MILITARY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	38 (1.1%)	19 (0.9%)	14 (1.4%)	2 (2.1%)	2 (3.2%)
PUBLIC DEFENDER	21 (0.6%)	7 (0.3%)	5 (0.5%)	4 (4.1%)	1 (1.6%)
OTHER	65 (1.8%)	34 (1.6%)	18 (1.8%)	1 (1.0%)	1 (1.6%)
AREA NOT IDENTIFIED	10 (0.3%)	7 (0.3%)	2 (0.2%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	334 (9.4%)	165 (7.7%)	113 (11.0%)	13 (13.4%)	7 (11.3%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: EAST NORTH CENTRAL (IL IN MI OH WI)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
LOCAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	16 (0,5%)	5 (0,2%)	4 (0,4%)	2 (2,1%)	3 (4,8%)
JUDICIAL CLERKSHIP	22 (0,6%)	12 (0,6%)	8 (0,8%)	1 (1,0%)	1 (1,6%)
MILITARY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	97 (2,7%)	51 (2,4%)	31 (3,0%)	5 (5,2%)	4 (6,5%)
PUBLIC DEFENDER	18 (0,5%)	8 (0,4%)	8 (0,8%)	0 (0,0%)	1 (1,6%)
OTHER	36 (1,0%)	24 (1,1%)	10 (1,0%)	0 (0,0%)	1 (1,6%)
AREA NOT IDENTIFIED	16 (0,5%)	8 (0,4%)	5 (0,5%)	2 (2,1%)	1 (1,6%)
*** SUBTOTAL	205 (5,8%)	108 (5,1%)	66 (6,5%)	10 (10,3%)	11 (17,7%)
OTHER GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
JUDICIAL CLERKSHIP	14 (0,4%)	7 (0,3%)	7 (0,7%)	0 (0,0%)	0 (0,0%)
MILITARY	1 (0,0%)	1 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	8 (0,2%)	4 (0,2%)	3 (0,3%)	1 (1,0%)	0 (0,0%)
PUBLIC DEFENDER	1 (0,0%)	1 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
OTHER	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
AREA NOT IDENTIFIED	2 (0,1%)	2 (0,1%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	26 (0,7%)	15 (0,7%)	10 (1,0%)	1 (1,0%)	0 (0,0%)
PUBLIC INTEREST ORGANIZATION CATEGORIES ---					
LEGAL SERVICES	40 (1,1%)	9 (0,4%)	18 (1,8%)	1 (1,0%)	8 (12,9%)
OTHER	12 (0,3%)	6 (0,3%)	3 (0,3%)	1 (1,0%)	2 (3,2%)
*** SUBTOTAL	52 (1,5%)	15 (0,7%)	21 (2,1%)	2 (2,1%)	10 (16,1%)
ACADEMIC CATEGORIES ---					
FACULTY, ADMIN., LIBRARIAN	26 (0,7%)	11 (0,5%)	12 (1,2%)	2 (2,1%)	0 (0,0%)
OTHER	31 (0,9%)	13 (0,6%)	15 (1,5%)	0 (0,0%)	2 (3,2%)
*** SUBTOTAL	57 (1,6%)	24 (1,1%)	27 (2,6%)	2 (2,1%)	2 (3,2%)
JOB CATEGORY NOT IDENTIFIED ---					
*** SUBTOTAL	60 (1,7%)	29 (1,4%)	24 (2,3%)	4 (4,1%)	2 (3,2%)
*** GRAND TOTAL	3536 (100,0%)	2138 (100,0%)	1023 (100,0%)	97 (100,0%)	62 (100,0%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: EAST NORTH CENTRAL (IL IN MI OH WI)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE: LEGAL	2122 (60.0%)	1346 (63.0%)	596 (58.3%)	46 (47.4%)	18 (29.0%)
PRIVATE PRACTICE: NON-LEGAL	5 (0.1%)	4 (0.2%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
BUSINESS, INDUSTRY: LEGAL	271 (7.7%)	169 (7.9%)	73 (7.1%)	7 (7.2%)	4 (6.5%)
BUSINESS, INDUSTRY: NON-LEGAL	207 (5.9%)	148 (6.9%)	33 (3.2%)	6 (6.2%)	3 (4.8%)
FEDERAL GOVERNMENT: LEGAL	182 (5.1%)	107 (5.0%)	53 (5.2%)	5 (5.2%)	5 (8.1%)
FEDERAL GOVERNMENT: NON-LEGAL	13 (0.4%)	7 (0.3%)	5 (0.5%)	1 (1.0%)	0 (0.0%)
STATE GOVERNMENT: LEGAL	315 (8.9%)	150 (7.0%)	110 (10.8%)	13 (13.4%)	7 (11.3%)
STATE GOVERNMENT: NON-LEGAL	18 (0.5%)	15 (0.7%)	3 (0.3%)	0 (0.0%)	0 (0.0%)
LOCAL GOVERNMENT: LEGAL	177 (5.0%)	92 (4.3%)	59 (5.8%)	10 (10.3%)	11 (17.7%)
LOCAL GOVERNMENT: NON-LEGAL	27 (0.8%)	16 (0.7%)	7 (0.7%)	0 (0.0%)	0 (0.0%)
OTHER GOVERNMENT: LEGAL	26 (0.7%)	15 (0.7%)	10 (1.0%)	1 (1.0%)	0 (0.0%)
OTHER GOVERNMENT: NON-LEGAL	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PUB. INTEREST ORG.: LEGAL	45 (1.3%)	12 (0.6%)	19 (1.9%)	2 (2.1%)	8 (12.9%)
PUB. INTEREST ORG.: NON-LEGAL	6 (0.2%)	3 (0.1%)	2 (0.2%)	0 (0.0%)	1 (1.6%)
ACADEMIC: LEGAL	26 (0.7%)	8 (0.4%)	14 (1.4%)	2 (2.1%)	1 (1.6%)
ACADEMIC: NON-LEGAL	31 (0.9%)	16 (0.7%)	13 (1.3%)	0 (0.0%)	1 (1.6%)
JOB NOT IDENTIFIED: LEGAL	24 (0.7%)	11 (0.5%)	9 (0.9%)	2 (2.1%)	1 (1.6%)
JOB NOT IDENTIFIED: NON-LEGAL	35 (1.0%)	18 (0.8%)	14 (1.4%)	2 (2.1%)	1 (1.6%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: WEST NORTH CENTRAL (IA KS MN MO NE ND SD)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
FULL-TIME LEGAL POSITION	1246 (86.7%) (86.4%)	787 (86.3%) (86.0%)	389 (87.8%) (87.4%)	27 (90.0%) (90.0%)	11 (64.7%) (64.7%)
FULL-TIME NONLEGAL POSITION	105 (7.3%) (7.3%)	77 (8.4%) (8.4%)	21 (4.7%) (4.7%)	1 (3.3%) (3.3%)	4 (23.5%) (23.5%)
FULL-TIME EMPLOYMENT ASSUMED	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
PART-TIME LEGAL POSITION	48 (3.3%) (3.3%)	24 (2.6%) (2.6%)	20 (4.5%) (4.5%)	2 (6.7%) (6.7%)	1 (5.9%) (5.9%)
PART-TIME NONLEGAL POSITION	17 (1.2%) (1.2%)	9 (1.0%) (1.0%)	7 (1.6%) (1.6%)	0 (0.0%) (0.0%)	1 (5.9%) (5.9%)
PART-TIME EMPLOYMENT ASSUMED	1 (0.1%) (0.1%)	0 (0.0%) (0.0%)	1 (0.2%) (0.2%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
ADVANCED DEGREE PROGRAM	6 (0.4%) (0.4%)	5 (0.5%) (0.5%)	1 (0.2%) (0.2%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
UNEMPLOYED, NOT SEEKING WORK	2 (0.1%) (0.1%)	0 (0.0%) (0.0%)	2 (0.5%) (0.4%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
UNEMPLOYED, SEEKING WORK	12 (0.8%) (0.8%)	10 (1.1%) (1.1%)	2 (0.5%) (0.4%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
*** KNOWN EMPLOYMENT STATUS	1437 (100.0%) (99.7%)	912 (100.0%) (99.7%)	443 (100.0%) (99.6%)	30 (100.0%) (100.0%)	17 (100.0%) (100.0%)
EMPLOYMENT STATUS UNKNOWN	5 (0.3%)	3 (0.3%)	2 (0.4%)	0 (0.0%)	0 (0.0%)
*** GRAND TOTAL	1442 (100.0%)	915 (100.0%)	445 (100.0%)	30 (100.0%)	17 (100.0%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: WEST NORTH CENTRAL (IA KS MN MO NE ND SD)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE CATEGORIES ---					
SELF EMPLOYED	77 (5,7%)	59 (6,8%)	15 (3,7%)	2 (7,1%)	0 (0,0%)
VERY SMALL FIRM (2-10)	360 (26,6%)	251 (29,1%)	97 (23,7%)	6 (21,4%)	2 (13,3%)
SMALL FIRM (11-25)	133 (9,8%)	95 (11,0%)	33 (8,0%)	2 (7,1%)	0 (0,0%)
MEDIUM FIRM (26-50)	87 (6,4%)	54 (6,3%)	29 (7,1%)	3 (10,7%)	0 (0,0%)
LARGE FIRM (51-100)	74 (5,5%)	42 (4,9%)	27 (6,6%)	3 (10,7%)	0 (0,0%)
VERY LARGE FIRM (OVER 100)	51 (3,8%)	30 (3,5%)	18 (4,4%)	0 (0,0%)	2 (13,3%)
FIRM SIZE NOT IDENTIFIED	28 (2,1%)	21 (2,4%)	3 (0,7%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	810 (60,0%)	552 (63,9%)	222 (54,1%)	16 (57,1%)	4 (26,7%)
BUSINESS AND INDUSTRY CATEGORIES ---					
CORPORATION	64 (4,7%)	40 (4,6%)	22 (5,4%)	0 (0,0%)	2 (13,3%)
ACCOUNTING FIRM	28 (2,1%)	26 (3,0%)	2 (0,5%)	0 (0,0%)	0 (0,0%)
INSURANCE COMPANY	6 (0,4%)	6 (0,7%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
BANK, FINANCIAL INSTITUTION	18 (1,3%)	9 (1,0%)	4 (1,0%)	1 (3,6%)	1 (6,7%)
OTHER	29 (2,1%)	18 (2,1%)	11 (2,7%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	145 (10,7%)	99 (11,5%)	39 (9,5%)	1 (3,6%)	3 (20,0%)
FEDERAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	9 (0,7%)	5 (0,6%)	3 (0,7%)	1 (3,6%)	0 (0,0%)
JUDICIAL CLERKSHIP	67 (5,0%)	38 (4,4%)	24 (5,9%)	2 (7,1%)	1 (6,7%)
MILITARY	8 (0,6%)	8 (0,9%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	1 (0,1%)	1 (0,1%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PUBLIC DEFENDER	1 (0,1%)	0 (0,0%)	1 (0,2%)	0 (0,0%)	0 (0,0%)
OTHER	4 (0,3%)	3 (0,3%)	1 (0,2%)	0 (0,0%)	0 (0,0%)
AREA NOT IDENTIFIED	2 (0,1%)	0 (0,0%)	2 (0,5%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	92 (6,8%)	55 (6,4%)	31 (7,6%)	3 (10,7%)	1 (6,7%)
STATE GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	20 (1,5%)	8 (0,9%)	9 (2,2%)	0 (0,0%)	2 (13,3%)
JUDICIAL CLERKSHIP	98 (7,3%)	51 (5,9%)	42 (10,2%)	1 (3,6%)	1 (6,7%)
MILITARY	1 (0,1%)	1 (0,1%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	18 (1,3%)	9 (1,0%)	6 (1,5%)	0 (0,0%)	1 (6,7%)
PUBLIC DEFENDER	3 (0,2%)	2 (0,2%)	1 (0,2%)	0 (0,0%)	0 (0,0%)
OTHER	21 (1,6%)	12 (1,4%)	6 (1,5%)	1 (3,6%)	0 (0,0%)
AREA NOT IDENTIFIED	3 (0,2%)	1 (0,1%)	2 (0,5%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	164 (12,1%)	84 (9,7%)	66 (16,1%)	2 (7,1%)	4 (26,7%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: WEST NORTH CENTRAL (IA KS MN MO NE ND SD)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
LOCAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	2 (0.1%)	1 (0.1%)	1 (0.2%)	0 (0.0%)	0 (0.0%)
JUDICIAL CLERKSHIP	19 (1.4%)	9 (1.0%)	9 (2.2%)	1 (3.6%)	0 (0.0%)
MILITARY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	37 (2.7%)	17 (2.0%)	15 (3.7%)	1 (3.6%)	0 (0.0%)
PUBLIC DEFENDER	9 (0.7%)	7 (0.8%)	2 (0.5%)	0 (0.0%)	0 (0.0%)
OTHER	10 (0.7%)	6 (0.7%)	4 (1.0%)	0 (0.0%)	0 (0.0%)
AREA NOT IDENTIFIED	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	77 (5.7%)	40 (4.6%)	31 (7.6%)	2 (7.1%)	0 (0.0%)
OTHER GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
JUDICIAL CLERKSHIP	5 (0.4%)	3 (0.3%)	1 (0.2%)	0 (0.0%)	1 (6.7%)
MILITARY	1 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	3 (0.2%)	2 (0.2%)	1 (0.2%)	0 (0.0%)	0 (0.0%)
PUBLIC DEFENDER	1 (0.1%)	0 (0.0%)	1 (0.2%)	0 (0.0%)	0 (0.0%)
OTHER	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
AREA NOT IDENTIFIED	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	10 (0.7%)	6 (0.7%)	3 (0.7%)	0 (0.0%)	1 (6.7%)
PUBLIC INTEREST ORGANIZATION CATEGORIES ---					
LEGAL SERVICES	19 (1.4%)	9 (1.0%)	6 (1.5%)	3 (10.7%)	1 (6.7%)
OTHER	9 (0.7%)	5 (0.6%)	3 (0.7%)	1 (3.6%)	0 (0.0%)
*** SUBTOTAL	28 (2.1%)	14 (1.6%)	9 (2.2%)	4 (14.3%)	1 (6.7%)
ACADEMIC CATEGORIES ---					
FACULTY, ADMIN., LIBRARIAN	5 (0.4%)	4 (0.5%)	0 (0.0%)	0 (0.0%)	1 (6.7%)
OTHER	6 (0.4%)	2 (0.2%)	4 (1.0%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	11 (0.8%)	6 (0.7%)	4 (1.0%)	0 (0.0%)	1 (6.7%)
JOB CATEGORY NOT IDENTIFIED ---					
*** SUBTOTAL	13 (1.0%)	8 (0.9%)	4 (1.0%)	0 (0.0%)	0 (0.0%)
*** GRAND TOTAL	1350 (99.9%)	864 (100.0%)	405 (99.8%)	28 (100.0%)	15 (100.0%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
GRADUATING CLASS OF 1983

EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: WEST NORTH CENTRAL (IA KS MN MO NE ND SD)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE: LEGAL	805 (59.6%)	549 (63.5%)	220 (53.7%)	16 (57.1%)	4 (26.7%)
PRIVATE PRACTICE: NON-LEGAL	5 (0.4%)	3 (0.3%)	2 (0.5%)	0 (0.0%)	0 (0.0%)
BUSINESS, INDUSTRY: LEGAL	84 (6.2%)	51 (5.9%)	30 (7.3%)	0 (0.0%)	1 (6.7%)
BUSINESS, INDUSTRY: NON-LEGAL	61 (4.5%)	48 (5.6%)	9 (2.2%)	1 (3.6%)	2 (13.3%)
FEDERAL GOVERNMENT: LEGAL	86 (6.4%)	50 (5.8%)	30 (7.3%)	3 (10.7%)	1 (6.7%)
FEDERAL GOVERNMENT: NON-LEGAL	6 (0.4%)	5 (0.6%)	1 (0.2%)	0 (0.0%)	0 (0.0%)
STATE GOVERNMENT: LEGAL	151 (11.2%)	76 (8.8%)	63 (15.4%)	2 (7.1%)	3 (20.0%)
STATE GOVERNMENT: NON-LEGAL	13 (1.0%)	8 (0.9%)	3 (0.7%)	0 (0.0%)	1 (6.7%)
LOCAL GOVERNMENT: LEGAL	76 (5.6%)	39 (4.5%)	31 (7.6%)	2 (7.1%)	0 (0.0%)
LOCAL GOVERNMENT: NON-LEGAL	1 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
OTHER GOVERNMENT: LEGAL	9 (0.7%)	5 (0.6%)	3 (0.7%)	0 (0.0%)	1 (6.7%)
OTHER GOVERNMENT: NON-LEGAL	1 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PUB. INTEREST ORG.: LEGAL	22 (1.6%)	10 (1.2%)	7 (1.7%)	4 (14.3%)	1 (6.7%)
PUB. INTEREST ORG.: NON-LEGAL	6 (0.4%)	4 (0.5%)	2 (0.5%)	0 (0.0%)	0 (0.0%)
ACADEMIC: LEGAL	4 (0.3%)	3 (0.3%)	1 (0.2%)	0 (0.0%)	0 (0.0%)
ACADEMIC: NON-LEGAL	7 (0.5%)	3 (0.3%)	3 (0.7%)	0 (0.0%)	1 (6.7%)
JOB NOT IDENTIFIED: LEGAL	9 (0.7%)	4 (0.5%)	4 (1.0%)	0 (0.0%)	0 (0.0%)
JOB NOT IDENTIFIED: NON-LEGAL	5 (0.4%)	4 (0.5%)	1 (0.2%)	0 (0.0%)	0 (0.0%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: SOUTH ATLANTIC (DE DC FL GA MD NC SC VA WV)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
FULL-TIME LEGAL POSITION	3868 (89,9%) (89,5%)	2347 (90,9%) (90,6%)	1217 (90,2%) (89,9%)	148 (81,3%) (80,0%)	109 (86,5%) (85,2%)
FULL-TIME NONLEGAL POSITION	216 (5,0%) (5,0%)	128 (5.0%) (4.9%)	46 (3,4%) (3,4%)	24 (13,2%) (13,0%)	10 (7,9%) (7,8%)
FULL-TIME EMPLOYMENT ASSUMED	23 (0,5%) (0,5%)	3 (0.1%) (0.1%)	15 (1,1%) (1,1%)	3 (1,6%) (1,6%)	1 (0,8%) (0,8%)
PART-TIME LEGAL POSITION	85 (2,0%) (2,0%)	47 (1.8%) (1.8%)	33 (2,4%) (2,4%)	3 (1,6%) (1,6%)	2 (1,6%) (1,6%)
PART-TIME NONLEGAL POSITION	27 (0,6%) (0,6%)	13 (0.5%) (0.5%)	12 (0,9%) (0,9%)	0 (0,0%) (0,0%)	1 (0,8%) (0,8%)
PART-TIME EMPLOYMENT ASSUMED	0 (0,0%) (0,0%)	0 (0.0%) (0.0%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)
ADVANCED DEGREE PROGRAM	56 (1,3%) (1,3%)	36 (1.4%) (1.4%)	13 (1,0%) (1,0%)	1 (0,5%) (0,5%)	1 (0,8%) (0,8%)
UNEMPLOYED, NOT SEEKING WORK	8 (0,2%) (0,2%)	0 (0.0%) (0.0%)	5 (0,4%) (0,4%)	1 (0,5%) (0,5%)	1 (0,8%) (0,8%)
UNEMPLOYED, SEEKING WORK	20 (0,5%) (0,5%)	9 (0.3%) (0.3%)	8 (0,6%) (0,6%)	2 (1,1%) (1,1%)	1 (0,8%) (0,8%)
*** KNOWN EMPLOYMENT STATUS	4303 (100,0%) (99,6%)	2583 (100.0%) (99.7%)	1349 (100,0%) (99,6%)	182 (100,0%) (98,4%)	126 (100,0%) (98,4%)
EMPLOYMENT STATUS UNKNOWN	18 (0,4%)	8 (0,3%)	5 (0,4%)	3 (1,6%)	2 (1,6%)
*** GRAND TOTAL	4321 (100,0%)	2591 (100,0%)	1354 (100,0%)	185 (100,0%)	128 (100,0%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: SOUTH ATLANTIC (DE DC FL GA MD NC SC VA WV)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE CATEGORIES ---					
SELF EMPLOYED	136 (3,3%)	79 (3,2%)	42 (3,3%)	10 (5,7%)	3 (2,5%)
VERY SMALL FIRM (2-10)	987 (24,0%)	652 (26,3%)	270 (21,1%)	30 (17,1%)	26 (21,7%)
SMALL FIRM (11-25)	338 (8,2%)	232 (9,4%)	96 (7,5%)	7 (4,0%)	1 (0,8%)
MEDIUM FIRM (26-50)	212 (5,2%)	134 (5,4%)	61 (4,8%)	8 (4,6%)	4 (3,3%)
LARGE FIRM (51-100)	188 (4,6%)	125 (5,0%)	49 (3,8%)	9 (5,1%)	5 (4,2%)
VERY LARGE FIRM (OVER 100)	246 (6,0%)	148 (6,0%)	78 (6,1%)	14 (8,0%)	3 (2,5%)
FIRM SIZE NOT IDENTIFIED	116 (2,8%)	76 (3,1%)	34 (2,7%)	3 (1,7%)	1 (0,8%)
*** SUBTOTAL	2223 (54,1%)	1446 (58,4%)	630 (49,3%)	81 (46,3%)	43 (35,8%)
BUSINESS AND INDUSTRY CATEGORIES ---					
CORPORATION	105 (2,6%)	71 (2,9%)	26 (2,0%)	4 (2,3%)	2 (1,7%)
ACCOUNTING FIRM	44 (1,1%)	34 (1,4%)	7 (0,5%)	0 (0,0%)	1 (0,8%)
INSURANCE COMPANY	14 (0,3%)	6 (0,2%)	6 (0,5%)	1 (0,6%)	1 (0,8%)
BANK, FINANCIAL INSTITUTION	38 (0,9%)	25 (1,0%)	11 (0,9%)	0 (0,0%)	0 (0,0%)
OTHER	66 (1,6%)	46 (1.9%)	13 (1.0%)	2 (1.1%)	4 (3,3%)
*** SUBTOTAL	267 (6.5%)	182 (7.3%)	63 (4.9%)	7 (4,0%)	8 (6,7%)
FEDERAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	344 (8,4%)	169 (6,8%)	135 (10,6%)	18 (10,3%)	17 (14,2%)
JUDICIAL CLERKSHIP	266 (6,5%)	158 (6,4%)	100 (7,8%)	2 (1,1%)	4 (3,3%)
MILITARY	117 (2,8%)	89 (3,6%)	14 (1,1%)	9 (5,1%)	2 (1,7%)
PROSECUTION	9 (0,2%)	5 (0,2%)	4 (0,3%)	0 (0,0%)	0 (0,0%)
PUBLIC DEFENDER	4 (0,1%)	4 (0,2%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
OTHER	81 (2,0%)	43 (1,7%)	24 (1,9%)	6 (3,4%)	5 (4,2%)
AREA NOT IDENTIFIED	38 (0,9%)	22 (0,9%)	10 (0,8%)	3 (1,7%)	1 (0,8%)
*** SUBTOTAL	859 (20,9%)	490 (19,8%)	287 (22,5%)	38 (21,7%)	29 (24,2%)
STATE GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	45 (1,1%)	16 (0,6%)	22 (1,7%)	3 (1,7%)	4 (3,3%)
JUDICIAL CLERKSHIP	196 (4,8%)	91 (3,7%)	90 (7,0%)	10 (5,7%)	3 (2,5%)
MILITARY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	107 (2,6%)	59 (2,4%)	34 (2,7%)	6 (3,4%)	5 (4,2%)
PUBLIC DEFENDER	46 (1,1%)	20 (0,8%)	18 (1,4%)	5 (2,9%)	3 (2,5%)
OTHER	29 (0,7%)	11 (0,4%)	16 (1,3%)	1 (0,6%)	0 (0,0%)
AREA NOT IDENTIFIED	10 (0,2%)	5 (0,2%)	5 (0,4%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	433 (10,5%)	202 (8,2%)	185 (14,5%)	25 (14,3%)	15 (12,5%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: SOUTH ATLANTIC (DE DC FL GA MD NC SC VA WV)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
LOCAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	7 (0.2%)	4 (0.2%)	3 (0.2%)	0 (0.0%)	0 (0.0%)
JUDICIAL CLERKSHIP	13 (0.3%)	6 (0.2%)	7 (0.5%)	0 (0.0%)	0 (0.0%)
MILITARY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	23 (0.6%)	14 (0.6%)	2 (0.2%)	1 (0.6%)	5 (4.2%)
PUBLIC DEFENDER	13 (0.3%)	7 (0.3%)	6 (0.5%)	0 (0.0%)	0 (0.0%)
OTHER	20 (0.5%)	11 (0.4%)	6 (0.5%)	2 (1.1%)	1 (0.8%)
AREA NOT IDENTIFIED	2 (0.0%)	1 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	78 (1.9%)	43 (1.7%)	25 (2.0%)	3 (1.7%)	6 (5.0%)
OTHER GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
JUDICIAL CLERKSHIP	34 (0.8%)	21 (0.8%)	13 (1.0%)	0 (0.0%)	0 (0.0%)
MILITARY	7 (0.2%)	5 (0.2%)	0 (0.0%)	2 (1.1%)	0 (0.0%)
PROSECUTION	4 (0.1%)	2 (0.1%)	2 (0.2%)	0 (0.0%)	0 (0.0%)
PUBLIC DEFENDER	2 (0.0%)	2 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
OTHER	2 (0.0%)	1 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
AREA NOT IDENTIFIED	4 (0.1%)	3 (0.1%)	0 (0.0%)	1 (0.6%)	0 (0.0%)
*** SUBTOTAL	53 (1.3%)	34 (1.4%)	16 (1.3%)	3 (1.7%)	0 (0.0%)
PUBLIC INTEREST ORGANIZATION CATEGORIES ---					
LEGAL SERVICES	56 (1.4%)	18 (0.7%)	25 (2.0%)	5 (2.9%)	7 (5.8%)
OTHER	34 (0.8%)	13 (0.5%)	13 (1.0%)	2 (1.1%)	6 (5.0%)
*** SUBTOTAL	90 (2.2%)	31 (1.3%)	38 (3.0%)	7 (4.0%)	13 (10.8%)
ACADEMIC CATEGORIES ---					
FACULTY, ADMIN., LIBRARIAN	12 (0.3%)	4 (0.2%)	7 (0.5%)	0 (0.0%)	1 (0.8%)
OTHER	31 (0.8%)	14 (0.6%)	5 (0.4%)	7 (4.0%)	3 (2.5%)
*** SUBTOTAL	43 (1.0%)	18 (0.7%)	12 (0.9%)	7 (4.0%)	4 (3.3%)
JOB CATEGORY NOT IDENTIFIED ---					
*** SUBTOTAL	61 (1.5%)	32 (1.3%)	22 (1.7%)	4 (2.3%)	2 (1.7%)
*** GRAND TOTAL	4107 (100.0%)	2478 (100.0%)	1278 (100.0%)	175 (100.0%)	120 (100.0%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
GRADUATING CLASS OF 1983

EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: SOUTH ATLANTIC (DE DC FL GA MD NC SC VA WV)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE: LEGAL	2214 (53,9%)	1443 (58,2%)	624 (48,8%)	81 (46,3%)	43 (35,8%)
PRIVATE PRACTICE: NON-LEGAL	2 (0,0%)	1 (0,0%)	1 (0,1%)	0 (0,0%)	0 (0,0%)
BUSINESS, INDUSTRY: LEGAL	173 (4,2%)	119 (4,8%)	42 (3,3%)	4 (2,3%)	3 (2,5%)
BUSINESS, INDUSTRY: NON-LEGAL	93 (2,3%)	63 (2,5%)	20 (1,6%)	3 (1,7%)	5 (4,2%)
FEDERAL GOVERNMENT: LEGAL	792 (19,3%)	460 (18,6%)	272 (21,3%)	23 (13,1%)	26 (21,7%)
FEDERAL GOVERNMENT: NON-LEGAL	60 (1,5%)	30 (1,2%)	10 (0,8%)	13 (7,4%)	3 (2,5%)
STATE GOVERNMENT: LEGAL	422 (10,3%)	199 (8,0%)	178 (13,9%)	24 (13,7%)	15 (12,5%)
STATE GOVERNMENT: NON-LEGAL	10 (0,2%)	3 (0,1%)	6 (0,5%)	1 (0,6%)	0 (0,0%)
LOCAL GOVERNMENT: LEGAL	72 (1,8%)	40 (1,6%)	25 (2,0%)	2 (1,1%)	4 (3,3%)
LOCAL GOVERNMENT: NON-LEGAL	6 (0,1%)	3 (0,1%)	0 (0,0%)	1 (0,6%)	2 (1,7%)
OTHER GOVERNMENT: LEGAL	48 (1,2%)	31 (1,3%)	16 (1,3%)	1 (0,6%)	0 (0,0%)
OTHER GOVERNMENT: NON-LEGAL	4 (0,1%)	3 (0,1%)	0 (0,0%)	1 (0,6%)	0 (0,0%)
PUB. INTEREST ORG.: LEGAL	86 (2,1%)	29 (1,2%)	37 (2,9%)	7 (4,0%)	12 (10,0%)
PUB. INTEREST ORG.: NON-LEGAL	3 (0,1%)	2 (0,1%)	1 (0,1%)	0 (0,0%)	0 (0,0%)
ACADEMIC: LEGAL	20 (0,5%)	5 (0,2%)	9 (0,7%)	2 (1,1%)	4 (3,3%)
ACADEMIC: NON-LEGAL	21 (0,5%)	12 (0,5%)	3 (0,2%)	5 (2.9%)	0 (0,0%)
JOB NOT IDENTIFIED: LEGAL	41 (1,0%)	21 (0,8%)	14 (1,1%)	4 (2,3%)	2 (1,7%)
JOB NOT IDENTIFIED: NON-LEGAL	17 (0.4%)	11 (0.4%)	5 (0.4%)	0 (0.0%)	0 (0.0%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: EAST SOUTH CENTRAL (AL KY MS TN)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
FULL-TIME LEGAL POSITION	824 (85.7%) (85.6%)	582 (86.2%) (86.1%)	219 (85.5%) (85.5%)	11 (78.6%) (78.6%)	9 (69.2%) (69.2%)
FULL-TIME NONLEGAL POSITION	85 (8.8%) (8.8%)	64 (9.5%) (9.5%)	14 (5.5%) (5.5%)	3 (21.4%) (21.4%)	3 (23.1%) (23.1%)
FULL-TIME EMPLOYMENT ASSUMED	2 (0.2%) (0.2%)	2 (0.3%) (0.3%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
PART-TIME LEGAL POSITION	24 (2.5%) (2.5%)	11 (1.6%) (1.6%)	13 (5.1%) (5.1%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
PART-TIME NONLEGAL POSITION	11 (1.1%) (1.1%)	5 (0.7%) (0.7%)	6 (2.3%) (2.3%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
PART-TIME EMPLOYMENT ASSUMED	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
ADVANCED DEGREE PROGRAM	2 (0.2%) (0.2%)	1 (0.1%) (0.1%)	1 (0.4%) (0.4%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
UNEMPLOYED, NOT SEEKING WORK	2 (0.2%) (0.2%)	1 (0.1%) (0.1%)	1 (0.4%) (0.4%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
UNEMPLOYED, SEEKING WORK	12 (1.2%) (1.2%)	9 (1.3%) (1.3%)	2 (0.8%) (0.8%)	0 (0.0%) (0.0%)	1 (7.7%) (7.7%)
*** KNOWN EMPLOYMENT STATUS	962 (100.0%) (99.9%)	675 (100.0%) (99.9%)	256 (100.0%) (100.0%)	14 (100.0%) (100.0%)	13 (100.0%) (100.0%)
EMPLOYMENT STATUS UNKNOWN	1 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
*** GRAND TOTAL	963 (100.0%)	676 (100.0%)	256 (100.0%)	14 (100.0%)	13 (100.0%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
GRADUATING CLASS OF 1983

EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: EAST SOUTH CENTRAL (AL KY MS TN)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE CATEGORIES ---					
SELF EMPLOYED	55 (6.0%)	40 (6.2%)	14 (6.0%)	1 (7.1%)	0 (0.0%)
VERY SMALL FIRM (2-10)	301 (33.0%)	235 (36.3%)	62 (26.6%)	3 (21.4%)	0 (0.0%)
SMALL FIRM (11-25)	87 (9.5%)	62 (9.6%)	25 (10.7%)	0 (0.0%)	0 (0.0%)
MEDIUM FIRM (26-50)	63 (6.9%)	45 (6.9%)	17 (7.3%)	1 (7.1%)	0 (0.0%)
LARGE FIRM (51-100)	34 (3.7%)	26 (4.0%)	8 (3.4%)	0 (0.0%)	0 (0.0%)
VERY LARGE FIRM (OVER 100)	1 (0.1%)	0 (0.0%)	1 (0.4%)	0 (0.0%)	0 (0.0%)
FIRM SIZE NOT IDENTIFIED	27 (3.0%)	21 (3.2%)	6 (2.6%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	568 (62.3%)	429 (66.2%)	133 (57.1%)	5 (35.7%)	0 (0.0%)
BUSINESS AND INDUSTRY CATEGORIES ---					
CORPORATION	28 (3.1%)	22 (3.4%)	4 (1.7%)	1 (7.1%)	1 (8.3%)
ACCOUNTING FIRM	14 (1.5%)	13 (2.0%)	1 (0.4%)	0 (0.0%)	0 (0.0%)
INSURANCE COMPANY	11 (1.2%)	6 (0.9%)	5 (2.1%)	0 (0.0%)	0 (0.0%)
BANK, FINANCIAL INSTITUTION	14 (1.5%)	12 (1.9%)	0 (0.0%)	0 (0.0%)	2 (16.7%)
OTHER	17 (1.9%)	12 (1.9%)	3 (1.3%)	1 (7.1%)	1 (8.3%)
*** SUBTOTAL	84 (9.2%)	65 (10.0%)	13 (5.6%)	2 (14.3%)	4 (33.3%)
FEDERAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	12 (1.3%)	6 (0.9%)	6 (2.6%)	0 (0.0%)	0 (0.0%)
JUDICIAL CLERKSHIP	73 (8.0%)	42 (6.5%)	29 (12.4%)	2 (14.3%)	0 (0.0%)
MILITARY	17 (1.9%)	14 (2.2%)	0 (0.0%)	1 (7.1%)	0 (0.0%)
PROSECUTION	1 (0.1%)	1 (0.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PUBLIC DEFENDER	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
OTHER	3 (0.3%)	2 (0.3%)	1 (0.4%)	0 (0.0%)	0 (0.0%)
AREA NOT IDENTIFIED	3 (0.3%)	2 (0.3%)	0 (0.0%)	1 (7.1%)	0 (0.0%)
*** SUBTOTAL	109 (12.0%)	67 (10.3%)	36 (15.5%)	4 (28.6%)	0 (0.0%)
STATE GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	14 (1.5%)	7 (1.1%)	7 (3.0%)	0 (0.0%)	0 (0.0%)
JUDICIAL CLERKSHIP	55 (6.0%)	36 (5.6%)	16 (6.9%)	1 (7.1%)	2 (16.7%)
MILITARY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	4 (0.4%)	1 (0.2%)	3 (1.3%)	0 (0.0%)	0 (0.0%)
PUBLIC DEFENDER	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
OTHER	5 (0.5%)	2 (0.3%)	2 (0.9%)	0 (0.0%)	1 (8.3%)
AREA NOT IDENTIFIED	6 (0.7%)	4 (0.6%)	1 (0.4%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	84 (9.2%)	50 (7.7%)	29 (12.4%)	1 (7.1%)	3 (25.0%)

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10-REGION NATIONAL SUMMARY

REGION: EAST SOUTH CENTRAL (AL KY MS TN)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
LOCAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	3 (0,3%)	2 (0,3%)	1 (0,4%)	0 (0,0%)	0 (0,0%)
JUDICIAL CLERKSHIP	1 (0,1%)	1 (0,2%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
MILITARY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PUBLIC DEFENDER	3 (0,3%)	2 (0,3%)	1 (0,4%)	0 (0,0%)	0 (0,0%)
OTHER	2 (0,2%)	1 (0,2%)	1 (0,4%)	0 (0,0%)	0 (0,0%)
AREA NOT IDENTIFIED	2 (0,2%)	2 (0,3%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	11 (1,2%)	8 (1,2%)	3 (1,3%)	0 (0,0%)	0 (0,0%)
OTHER GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
JUDICIAL CLERKSHIP	10 (1,1%)	6 (0,9%)	4 (1,7%)	0 (0,0%)	0 (0,0%)
MILITARY	1 (0,1%)	0 (0,0%)	1 (0,4%)	0 (0,0%)	0 (0,0%)
PROSECUTION	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PUBLIC DEFENDER	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
OTHER	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
AREA NOT IDENTIFIED	4 (0,4%)	2 (0,3%)	2 (0,9%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	15 (1,6%)	8 (1,2%)	7 (3,0%)	0 (0,0%)	0 (0,0%)
PUBLIC INTEREST ORGANIZATION CATEGORIES ---					
LEGAL SERVICES	18 (2,0%)	8 (1,2%)	4 (1,7%)	2 (14,3%)	4 (33,3%)
OTHER	3 (0,3%)	2 (0,3%)	1 (0,4%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	21 (2,3%)	10 (1,5%)	5 (2,1%)	2 (14,3%)	4 (33,3%)
ACADEMIC CATEGORIES ---					
FACULTY, ADMIN., LIBRARIAN	1 (0,1%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	1 (8,3%)
OTHER	13 (1,4%)	8 (1,2%)	5 (2,1%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	14 (1,5%)	8 (1,2%)	5 (2,1%)	0 (0,0%)	1 (8,3%)
JOB CATEGORY NOT IDENTIFIED ---					
*** SUBTOTAL	5 (0,5%)	3 (0,5%)	2 (0,9%)	0 (0,0%)	0 (0,0%)
*** GRAND TOTAL	911 (100,0%)	648 (100,0%)	233 (100,0%)	14 (100,0%)	12 (100,0%)

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10-REGION NATIONAL SUMMARY

REGION: EAST SOUTH CENTRAL (AL KY MS TN)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE: LEGAL	566 (62.1%)	427 (65.9%)	133 (57.1%)	5 (35.7%)	0 (0.0%)
PRIVATE PRACTICE: NON-LEGAL	1 (0.1%)	1 (0.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
BUSINESS, INDUSTRY: LEGAL	27 (3.0%)	20 (3.1%)	5 (2.1%)	0 (0.0%)	2 (16.7%)
BUSINESS, INDUSTRY: NON-LEGAL	57 (6.3%)	45 (6.9%)	8 (3.4%)	2 (14.3%)	2 (16.7%)
FEDERAL GOVERNMENT: LEGAL	104 (11.4%)	63 (9.7%)	36 (15.5%)	3 (21.4%)	0 (0.0%)
FEDERAL GOVERNMENT: NON-LEGAL	5 (0.5%)	4 (0.6%)	0 (0.0%)	1 (7.1%)	0 (0.0%)
STATE GOVERNMENT: LEGAL	80 (8.8%)	48 (7.4%)	28 (12.0%)	1 (7.1%)	3 (25.0%)
STATE GOVERNMENT: NON-LEGAL	4 (0.4%)	2 (0.3%)	1 (0.4%)	0 (0.0%)	0 (0.0%)
LOCAL GOVERNMENT: LEGAL	8 (0.9%)	5 (0.8%)	3 (1.3%)	0 (0.0%)	0 (0.0%)
LOCAL GOVERNMENT: NON-LEGAL	3 (0.3%)	3 (0.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
OTHER GOVERNMENT: LEGAL	15 (1.6%)	8 (1.2%)	7 (3.0%)	0 (0.0%)	0 (0.0%)
OTHER GOVERNMENT: NON-LEGAL	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PUB. INTEREST ORG.: LEGAL	20 (2.2%)	9 (1.4%)	5 (2.1%)	2 (14.3%)	4 (33.3%)
PUB. INTEREST ORG.: NON-LEGAL	1 (0.1%)	1 (0.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
ACADEMIC: LEGAL	2 (0.2%)	1 (0.2%)	1 (0.4%)	0 (0.0%)	0 (0.0%)
ACADEMIC: NON-LEGAL	12 (1.3%)	7 (1.1%)	4 (1.7%)	0 (0.0%)	1 (8.3%)
JOB NOT IDENTIFIED: LEGAL	2 (0.2%)	1 (0.2%)	1 (0.4%)	0 (0.0%)	0 (0.0%)
JOB NOT IDENTIFIED: NON-LEGAL	2 (0.2%)	1 (0.2%)	1 (0.4%)	0 (0.0%)	0 (0.0%)

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10-REGION NATIONAL SUMMARY

REGION: WEST SOUTH CENTRAL (AR LA OK TX)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
FULL-TIME LEGAL POSITION	2199 (91,1%) (90,8%)	1383 (91,2%) (91,1%)	690 (91,3%) (91,1%)	72 (93,5%) (90,0%)	48 (80,0%) (77,4%)
FULL-TIME NONLEGAL POSITION	137 (5,7%) (5,7%)	98 (6,5%) (6,5%)	32 (4,2%) (4,2%)	4 (5,2%) (5,0%)	3 (5,0%) (4,8%)
FULL-TIME EMPLOYMENT ASSUMED	7 (0,3%) (0,3%)	5 (0,3%) (0,3%)	2 (0,3%) (0,3%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)
PART-TIME LEGAL POSITION	46 (1,9%) (1,9%)	18 (1,2%) (1,2%)	23 (3,0%) (3,0%)	1 (1,3%) (1,3%)	4 (6,7%) (6,5%)
PART-TIME NONLEGAL POSITION	12 (0,5%) (0,5%)	4 (0,3%) (0,3%)	4 (0,5%) (0,5%)	0 (0,0%) (0,0%)	4 (6,7%) (6,5%)
PART-TIME EMPLOYMENT ASSUMED	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)
ADVANCED DEGREE PROGRAM	6 (0,2%) (0,2%)	5 (0,3%) (0,3%)	1 (0,1%) (0,1%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)
UNEMPLOYED, NOT SEEKING WORK	3 (0,1%) (0,1%)	2 (0,1%) (0,1%)	1 (0,1%) (0,1%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)
UNEMPLOYED, SEEKING WORK	5 (0,2%) (0,2%)	1 (0,1%) (0,1%)	3 (0,4%) (0,4%)	0 (0,0%) (0,0%)	1 (1,7%) (1,6%)
*** KNOWN EMPLOYMENT STATUS	2415 (100,0%) (99,7%)	1516 (100,0%) (99,9%)	756 (100,0%) (99,9%)	77 (100,0%) (96,3%)	60 (100,0%) (96,8%)
EMPLOYMENT STATUS UNKNOWN	8 (0,3%)	2 (0,1%)	1 (0,1%)	3 (3,8%)	2 (3,2%)
*** GRAND TOTAL	2423 (100,0%)	1518 (100,0%)	757 (100,0%)	80 (100,0%)	62 (100,0%)

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10-REGION NATIONAL SUMMARY

REGION: WEST SOUTH CENTRAL (AR LA OK TX)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE CATEGORIES ---					
SELF EMPLOYED	157 (6,7%)	97 (6,5%)	44 (6,1%)	9 (11,8%)	6 (11,8%)
VERY SMALL FIRM (2-10)	595 (25,4%)	399 (26,9%)	156 (21,5%)	25 (32,9%)	14 (27,5%)
SMALL FIRM (11-25)	250 (10,7%)	174 (11,7%)	69 (9,5%)	5 (6,6%)	1 (2,0%)
MEDIUM FIRM (26-50)	183 (7,8%)	124 (8,3%)	51 (7,0%)	7 (9,2%)	1 (2,0%)
LARGE FIRM (51-100)	122 (5,2%)	84 (5,7%)	36 (5,0%)	1 (1,3%)	0 (0,0%)
VERY LARGE FIRM (OVER 100)	186 (7,9%)	115 (7,7%)	66 (9,1%)	5 (6,6%)	0 (0,0%)
FIRM SIZE NOT IDENTIFIED	85 (3,6%)	43 (2,9%)	35 (4,8%)	4 (5,3%)	1 (2,0%)
*** SUBTOTAL	1578 (67,3%)	1036 (69,7%)	457 (63,1%)	56 (73,7%)	23 (45,1%)
BUSINESS AND INDUSTRY CATEGORIES ---					
CORPORATION	111 (4,7%)	79 (5,3%)	27 (3,7%)	2 (2,6%)	3 (5,9%)
ACCOUNTING FIRM	23 (1,0%)	18 (1,2%)	4 (0,6%)	0 (0,0%)	1 (2,0%)
INSURANCE COMPANY	13 (0,6%)	8 (0,5%)	5 (0,7%)	0 (0,0%)	0 (0,0%)
BANK, FINANCIAL INSTITUTION	21 (0,9%)	12 (0,8%)	8 (1,1%)	1 (1,3%)	0 (0,0%)
OTHER	35 (1,5%)	24 (1,6%)	8 (1,1%)	2 (2,6%)	1 (2,0%)
*** SUBTOTAL	203 (8,7%)	141 (9,5%)	52 (7,2%)	5 (6,6%)	5 (9,8%)
FEDERAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	15 (0,6%)	7 (0,5%)	7 (1,0%)	1 (1,3%)	0 (0,0%)
JUDICIAL CLERKSHIP	92 (3,9%)	55 (3,7%)	31 (4,3%)	3 (3,9%)	3 (5,9%)
MILITARY	14 (0,6%)	11 (0,7%)	3 (0,4%)	0 (0,0%)	0 (0,0%)
PROSECUTION	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PUBLIC DEFENDER	1 (0,0%)	1 (0,1%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
OTHER	3 (0,1%)	2 (0,1%)	1 (0,1%)	0 (0,0%)	0 (0,0%)
AREA NOT IDENTIFIED	5 (0,2%)	2 (0,1%)	3 (0,4%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	130 (5,5%)	78 (5,2%)	45 (6,2%)	4 (5,3%)	3 (5,9%)
STATE GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	23 (1,0%)	10 (0,7%)	9 (1,2%)	0 (0,0%)	4 (7,8%)
JUDICIAL CLERKSHIP	96 (4,1%)	45 (3,0%)	48 (6,6%)	1 (1,3%)	2 (3,9%)
MILITARY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	36 (1,5%)	24 (1,6%)	12 (1,7%)	0 (0,0%)	0 (0,0%)
PUBLIC DEFENDER	4 (0,2%)	2 (0,1%)	2 (0,3%)	0 (0,0%)	0 (0,0%)
OTHER	9 (0,4%)	4 (0,3%)	3 (0,4%)	2 (2,6%)	0 (0,0%)
AREA NOT IDENTIFIED	9 (0,4%)	3 (0,2%)	6 (0,8%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	177 (7,6%)	88 (5,9%)	80 (11,0%)	3 (3,9%)	6 (11,8%)

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10-REGION NATIONAL SUMMARY

REGION: WEST SOUTH CENTRAL (AR LA OK TX)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
LOCAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	7 (0.3%)	1 (0.1%)	5 (0.7%)	1 (1.3%)	0 (0.0%)
JUDICIAL CLERKSHIP	8 (0.3%)	4 (0.3%)	3 (0.4%)	0 (0.0%)	1 (2.0%)
MILITARY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	62 (2.6%)	38 (2.6%)	18 (2.5%)	4 (5.3%)	2 (3.9%)
PUBLIC DEFENDER	4 (0.2%)	2 (0.1%)	2 (0.3%)	0 (0.0%)	0 (0.0%)
OTHER	6 (0.3%)	2 (0.1%)	4 (0.6%)	0 (0.0%)	0 (0.0%)
AREA NOT IDENTIFIED	4 (0.2%)	4 (0.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	91 (3.9%)	51 (3.4%)	32 (4.4%)	5 (6.6%)	3 (5.9%)
OTHER GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
JUDICIAL CLERKSHIP	65 (2.8%)	37 (2.5%)	27 (3.7%)	0 (0.0%)	1 (2.0%)
MILITARY	3 (0.1%)	2 (0.1%)	0 (0.0%)	0 (0.0%)	1 (2.0%)
PROSECUTION	1 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (2.0%)
PUBLIC DEFENDER	1 (0.0%)	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
OTHER	1 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
AREA NOT IDENTIFIED	2 (0.1%)	1 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	73 (3.1%)	41 (2.8%)	29 (4.0%)	0 (0.0%)	3 (5.9%)
PUBLIC INTEREST ORGANIZATION CATEGORIES ---					
LEGAL SERVICES	18 (0.8%)	5 (0.3%)	7 (1.0%)	1 (1.3%)	5 (9.8%)
OTHER	3 (0.1%)	0 (0.0%)	2 (0.3%)	0 (0.0%)	1 (2.0%)
*** SUBTOTAL	21 (0.9%)	5 (0.3%)	9 (1.2%)	1 (1.3%)	6 (11.8%)
ACADEMIC CATEGORIES ---					
FACULTY, ADMIN., LIBRARIAN	4 (0.2%)	1 (0.1%)	2 (0.3%)	1 (1.3%)	0 (0.0%)
OTHER	7 (0.3%)	3 (0.2%)	3 (0.4%)	0 (0.0%)	1 (2.0%)
*** SUBTOTAL	11 (0.5%)	4 (0.3%)	5 (0.7%)	1 (1.3%)	1 (2.0%)
JOB CATEGORY NOT IDENTIFIED ---					
*** SUBTOTAL	59 (2.5%)	42 (2.8%)	15 (2.1%)	1 (1.3%)	1 (2.0%)
*** GRAND TOTAL	2343 (100.0%)	1486 (100.0%)	724 (100.0%)	76 (100.0%)	51 (100.0%)

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10-REGION NATIONAL SUMMARY

REGION: WEST SOUTH CENTRAL (AR LA OK TX)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE: LEGAL	1574 (67,2%)	1034 (69,6%)	455 (62,8%)	56 (73,7%)	23 (45,1%)
PRIVATE PRACTICE: NON-LEGAL	2 (0,1%)	1 (0,1%)	1 (0,1%)	0 (0,0%)	0 (0,0%)
BUSINESS, INDUSTRY: LEGAL	105 (4,5%)	68 (4,6%)	30 (4,1%)	3 (3,9%)	4 (7,8%)
BUSINESS, INDUSTRY: NON-LEGAL	98 (4,2%)	73 (4,9%)	22 (3,0%)	2 (2,6%)	1 (2,0%)
FEDERAL GOVERNMENT: LEGAL	124 (5,3%)	73 (4,9%)	44 (6,1%)	4 (5,3%)	3 (5,9%)
FEDERAL GOVERNMENT: NON-LEGAL	6 (0,3%)	5 (0,3%)	1 (0,1%)	0 (0,0%)	0 (0,0%)
STATE GOVERNMENT: LEGAL	166 (7,1%)	82 (5,5%)	76 (10,5%)	2 (2,6%)	6 (11,8%)
STATE GOVERNMENT: NON-LEGAL	10 (0,4%)	6 (0,4%)	3 (0,4%)	1 (1,3%)	0 (0,0%)
LOCAL GOVERNMENT: LEGAL	88 (3,8%)	49 (3,3%)	32 (4,4%)	4 (5,3%)	3 (5,9%)
LOCAL GOVERNMENT: NON-LEGAL	3 (0,1%)	2 (0,1%)	0 (0,0%)	1 (1,3%)	0 (0,0%)
OTHER GOVERNMENT: LEGAL	69 (2,9%)	38 (2,6%)	29 (4,0%)	0 (0,0%)	2 (3,9%)
OTHER GOVERNMENT: NON-LEGAL	4 (0,2%)	3 (0,2%)	0 (0,0%)	0 (0,0%)	1 (2,0%)
PUB. INTEREST ORG.: LEGAL	21 (0,9%)	5 (0,3%)	9 (1,2%)	1 (1,3%)	6 (11,8%)
PUB. INTEREST ORG.: NON-LEGAL	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
ACADEMIC: LEGAL	4 (0,2%)	1 (0,1%)	2 (0,3%)	1 (1,3%)	0 (0,0%)
ACADEMIC: NON-LEGAL	7 (0,3%)	3 (0,2%)	3 (0,4%)	0 (0,0%)	1 (2,0%)
JOB NOT IDENTIFIED: LEGAL	48 (2,0%)	33 (2,2%)	13 (1,8%)	1 (1,3%)	1 (2,0%)
JOB NOT IDENTIFIED: NON-LEGAL	7 (0,3%)	5 (0,3%)	2 (0,3%)	0 (0,0%)	0 (0,0%)

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10-REGION NATIONAL SUMMARY

REGION: MOUNTAIN (AZ CO ID MT NV NM UT WY)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
FULL-TIME LEGAL POSITION	1141 (85.9%) (84.5%)	702 (87.4%) (86.3%)	350 (84.1%) (82.4%)	49 (80.3%) (77.8%)	25 (75.8%) (75.8%)
FULL-TIME NONLEGAL POSITION	56 (4.2%) (4.1%)	42 (5.2%) (5.2%)	11 (2.6%) (2.6%)	2 (3.3%) (3.2%)	1 (3.0%) (3.0%)
FULL-TIME EMPLOYMENT ASSUMED	3 (0.2%) (0.2%)	3 (0.4%) (0.4%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
PART-TIME LEGAL POSITION	83 (6.2%) (6.1%)	32 (4.0%) (3.9%)	39 (9.4%) (9.2%)	6 (9.8%) (9.5%)	6 (18.2%) (18.2%)
PART-TIME NONLEGAL POSITION	8 (0.6%) (0.6%)	5 (0.6%) (0.6%)	1 (0.2%) (0.2%)	2 (3.3%) (3.2%)	0 (0.0%) (0.0%)
PART-TIME EMPLOYMENT ASSUMED	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
ADVANCED DEGREE PROGRAM	8 (0.6%) (0.6%)	3 (0.4%) (0.4%)	4 (1.0%) (0.9%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
UNEMPLOYED, NOT SEEKING WORK	8 (0.6%) (0.6%)	3 (0.4%) (0.4%)	4 (1.0%) (0.9%)	0 (0.0%) (0.0%)	1 (3.0%) (3.0%)
UNEMPLOYED, SEEKING WORK	22 (1.7%) (1.6%)	13 (1.6%) (1.6%)	7 (1.7%) (1.6%)	2 (3.3%) (3.2%)	0 (0.0%) (0.0%)
*** KNOWN EMPLOYMENT STATUS	1329 (100.0%) (98.4%)	803 (100.0%) (98.8%)	416 (100.0%) (97.9%)	61 (100.0%) (96.8%)	33 (100.0%) (100.0%)
EMPLOYMENT STATUS UNKNOWN	21 (1.6%)	10 (1.2%)	9 (2.1%)	2 (3.2%)	0 (0.0%)
*** GRAND TOTAL	1350 (100.0%)	813 (100.0%)	425 (100.0%)	63 (100.0%)	33 (100.0%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: MOUNTAIN (AZ CO ID MT NV NM UT WY)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE CATEGORIES ---					
SELF EMPLOYED	54 (4,5%)	39 (5,2%)	9 (2,5%)	6 (11,8%)	0 (0,0%)
VERY SMALL FIRM (2-10)	315 (26,3%)	201 (26,9%)	93 (25,8%)	11 (21,6%)	7 (26,9%)
SMALL FIRM (11-25)	120 (10,0%)	72 (9,6%)	43 (11,9%)	3 (5,9%)	0 (0,0%)
MEDIUM FIRM (26-50)	88 (7,3%)	66 (8,8%)	19 (5,3%)	3 (5,9%)	0 (0,0%)
LARGE FIRM (51-100)	85 (7,1%)	54 (7,2%)	24 (6,6%)	4 (7,8%)	2 (7,7%)
VERY LARGE FIRM (OVER 100)	58 (4,8%)	36 (4,8%)	19 (5,3%)	1 (2,0%)	1 (3,8%)
FIRM SIZE NOT IDENTIFIED	42 (3,5%)	25 (3,3%)	13 (3,6%)	1 (2,0%)	0 (0,0%)
*** SUBTOTAL	762 (63,5%)	493 (66,0%)	220 (60,9%)	29 (56,9%)	10 (38,5%)
BUSINESS AND INDUSTRY CATEGORIES ---					
CORPORATION	38 (3,2%)	32 (4,3%)	4 (1,1%)	2 (3,9%)	0 (0,0%)
ACCOUNTING FIRM	8 (0,7%)	7 (0,9%)	1 (0,3%)	0 (0,0%)	0 (0,0%)
INSURANCE COMPANY	2 (0,2%)	2 (0,3%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
BANK, FINANCIAL INSTITUTION	7 (0,6%)	4 (0,5%)	3 (0,8%)	0 (0,0%)	0 (0,0%)
OTHER	17 (1,4%)	14 (1,9%)	2 (0,6%)	1 (2,0%)	0 (0,0%)
*** SUBTOTAL	72 (6,0%)	59 (7,9%)	10 (2,8%)	3 (5,9%)	0 (0,0%)
FEDERAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	14 (1,2%)	7 (0,9%)	4 (1,1%)	1 (2,0%)	2 (7,7%)
JUDICIAL CLERKSHIP	61 (5,1%)	26 (3,5%)	30 (8,3%)	3 (5,9%)	2 (7,7%)
MILITARY	15 (1,3%)	13 (1,7%)	2 (0,6%)	0 (0,0%)	0 (0,0%)
PROSECUTION	1 (0,1%)	0 (0,0%)	0 (0,0%)	1 (2,0%)	0 (0,0%)
PUBLIC DEFENDER	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
OTHER	5 (0,4%)	3 (0,4%)	1 (0,3%)	1 (2,0%)	0 (0,0%)
AREA NOT IDENTIFIED	2 (0,2%)	2 (0,3%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	98 (8,2%)	51 (6,8%)	37 (10,2%)	6 (11,8%)	4 (15,4%)
STATE GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	7 (0,6%)	3 (0,4%)	4 (1,1%)	0 (0,0%)	0 (0,0%)
JUDICIAL CLERKSHIP	105 (8,8%)	56 (7,5%)	42 (11,6%)	2 (3,9%)	3 (11,5%)
MILITARY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	20 (1,7%)	13 (1,7%)	5 (1,4%)	2 (3,9%)	0 (0,0%)
PUBLIC DEFENDER	7 (0,6%)	2 (0,3%)	4 (1,1%)	0 (0,0%)	1 (3,8%)
OTHER	8 (0,7%)	4 (0,5%)	3 (0,8%)	1 (2,0%)	0 (0,0%)
AREA NOT IDENTIFIED	5 (0,4%)	4 (0,5%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	152 (12,7%)	82 (11,0%)	58 (16,1%)	5 (9,8%)	4 (15,4%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: MOUNTAIN (AZ CO ID MT NV NM UT WY)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
LOCAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
JUDICIAL CLERKSHIP	10 (0,8%)	6 (0,8%)	3 (0,8%)	0 (0,0%)	1 (3,8%)
MILITARY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	23 (1,9%)	15 (2,0%)	3 (0,8%)	2 (3,9%)	3 (11,5%)
PUBLIC DEFENDER	3 (0,3%)	2 (0,3%)	1 (0,3%)	0 (0,0%)	0 (0,0%)
OTHER	6 (0,5%)	3 (0,4%)	3 (0,8%)	0 (0,0%)	0 (0,0%)
AREA NOT IDENTIFIED	7 (0,6%)	2 (0,3%)	4 (1,1%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	49 (4,1%)	28 (3,7%)	14 (3,9%)	2 (3,9%)	4 (15,4%)
OTHER GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
JUDICIAL CLERKSHIP	12 (1,0%)	8 (1,1%)	4 (1,1%)	0 (0,0%)	0 (0,0%)
MILITARY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PUBLIC DEFENDER	2 (0,2%)	1 (0,1%)	1 (0,3%)	0 (0,0%)	0 (0,0%)
OTHER	3 (0,3%)	2 (0,3%)	1 (0,3%)	0 (0,0%)	0 (0,0%)
AREA NOT IDENTIFIED	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	17 (1,4%)	11 (1,5%)	6 (1,7%)	0 (0,0%)	0 (0,0%)
PUBLIC INTEREST ORGANIZATION CATEGORIES ---					
LEGAL SERVICES	18 (1,5%)	5 (0,7%)	5 (1,4%)	5 (9,8%)	2 (7,7%)
OTHER	5 (0,4%)	1 (0,1%)	3 (0,8%)	0 (0,0%)	1 (3,8%)
*** SUBTOTAL	23 (1,9%)	6 (0,8%)	8 (2,2%)	5 (9,8%)	3 (11,5%)
ACADEMIC CATEGORIES ---					
FACULTY, ADMIN., LIBRARIAN	2 (0,2%)	1 (0,1%)	0 (0,0%)	1 (2,0%)	0 (0,0%)
OTHER	6 (0,5%)	4 (0,5%)	2 (0,6%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	8 (0,7%)	5 (0,7%)	2 (0,6%)	1 (2,0%)	0 (0,0%)
JOB CATEGORY NOT IDENTIFIED ---					
*** SUBTOTAL	19 (1,6%)	12 (1,6%)	6 (1,7%)	0 (0,0%)	1 (3,8%)
*** GRAND TOTAL	1200 (100,0%)	747 (100,0%)	361 (100,0%)	51 (100,0%)	26 (100,0%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: MOUNTAIN (AZ CO ID MT NV NM UT WY)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE: LEGAL	761 (63.4%)	493 (66.0%)	219 (60.7%)	29 (56.9%)	10 (38.5%)
PRIVATE PRACTICE: NON-LEGAL	1 (0.1%)	0 (0.0%)	1 (0.3%)	0 (0.0%)	0 (0.0%)
BUSINESS, INDUSTRY: LEGAL	44 (3.7%)	34 (4.6%)	8 (2.2%)	2 (3.9%)	0 (0.0%)
BUSINESS, INDUSTRY: NON-LEGAL	27 (2.3%)	24 (3.2%)	2 (0.6%)	1 (2.0%)	0 (0.0%)
FEDERAL GOVERNMENT: LEGAL	91 (7.6%)	46 (6.2%)	37 (10.2%)	5 (9.8%)	3 (11.5%)
FEDERAL GOVERNMENT: NON-LEGAL	6 (0.5%)	4 (0.5%)	0 (0.0%)	1 (2.0%)	1 (3.8%)
STATE GOVERNMENT: LEGAL	150 (12.5%)	82 (11.0%)	56 (15.5%)	5 (9.8%)	4 (15.4%)
STATE GOVERNMENT: NON-LEGAL	2 (0.2%)	0 (0.0%)	2 (0.6%)	0 (0.0%)	0 (0.0%)
LOCAL GOVERNMENT: LEGAL	48 (4.0%)	27 (3.6%)	14 (3.9%)	2 (3.9%)	4 (15.4%)
LOCAL GOVERNMENT: NON-LEGAL	1 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
OTHER GOVERNMENT: LEGAL	16 (1.3%)	10 (1.3%)	6 (1.7%)	0 (0.0%)	0 (0.0%)
OTHER GOVERNMENT: NON-LEGAL	1 (0.1%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PUB. INTEREST ORG.: LEGAL	23 (1.9%)	6 (0.8%)	8 (2.2%)	5 (9.8%)	3 (11.5%)
PUB. INTEREST ORG.: NON-LEGAL	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
ACADEMIC: LEGAL	1 (0.1%)	0 (0.0%)	0 (0.0%)	1 (2.0%)	0 (0.0%)
ACADEMIC: NON-LEGAL	7 (0.6%)	5 (0.7%)	2 (0.6%)	0 (0.0%)	0 (0.0%)
JOB NOT IDENTIFIED: LEGAL	7 (0.6%)	4 (0.5%)	2 (0.6%)	0 (0.0%)	1 (3.8%)
JOB NOT IDENTIFIED: NON-LEGAL	11 (0.9%)	7 (0.9%)	4 (1.1%)	0 (0.0%)	0 (0.0%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: PACIFIC (AK CA HI OR WA)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
FULL-TIME LEGAL POSITION	2545 (82,8%) (80,3%)	1373 (82,1%) (80,5%)	791 (85,6%) (83,8%)	164 (76,3%) (69,8%)	104 (78,8%) (68,9%)
FULL-TIME NONLEGAL POSITION	192 (6,2%) (6,1%)	133 (8,0%) (7,8%)	31 (3,4%) (3,3%)	17 (7,9%) (7,2%)	8 (6,1%) (5,3%)
FULL-TIME EMPLOYMENT ASSUMED	5 (0,2%) (0,2%)	3 (0,2%) (0,2%)	1 (0,1%) (0,1%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)
PART-TIME LEGAL POSITION	170 (5,5%) (5,4%)	88 (5,3%) (5,2%)	63 (6,8%) (6,7%)	13 (6,0%) (5,5%)	5 (3,8%) (3,3%)
PART-TIME NONLEGAL POSITION	33 (1,1%) (1,0%)	14 (0,8%) (0,8%)	11 (1,2%) (1,2%)	4 (1,9%) (1,7%)	4 (3,0%) (2,6%)
PART-TIME EMPLOYMENT ASSUMED	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)
ADVANCED DEGREE PROGRAM	11 (0,4%) (0,3%)	6 (0,4%) (0,4%)	2 (0,2%) (0,2%)	0 (0,0%) (0,0%)	0 (0,0%) (0,0%)
UNEMPLOYED, NOT SEEKING WORK	26 (0,8%) (0,8%)	12 (0,7%) (0,7%)	10 (1,1%) (1,1%)	1 (0,5%) (0,4%)	3 (2,3%) (2,0%)
UNEMPLOYED, SEEKING WORK	91 (3,0%) (2,9%)	43 (2,6%) (2,5%)	15 (1,6%) (1,6%)	16 (7,4%) (6,8%)	8 (6,1%) (5,3%)
*** KNOWN EMPLOYMENT STATUS	3073 (100,0%) (97,0%)	1672 (100,0%) (98,1%)	924 (100,0%) (97,9%)	215 (100,0%) (91,5%)	132 (100,0%) (87,4%)
EMPLOYMENT STATUS UNKNOWN	96 (3,0%)	33 (1,9%)	20 (2,1%)	20 (8,5%)	19 (12,6%)
*** GRAND TOTAL	3169 (100,0%)	1705 (100,0%)	944 (100,0%)	235 (100,0%)	151 (100,0%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: PACIFIC (AK CA HI OR WA)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE CATEGORIES ---					
SELF EMPLOYED	77 (2.8%)	54 (3.6%)	11 (1.3%)	3 (1.7%)	5 (4.5%)
VERY SMALL FIRM (2-10)	533 (19.4%)	307 (20.3%)	147 (17.9%)	33 (18.2%)	15 (13.4%)
SMALL FIRM (11-25)	290 (10.6%)	164 (10.9%)	91 (11.1%)	10 (5.5%)	13 (11.6%)
MEDIUM FIRM (26-50)	258 (9.4%)	158 (10.5%)	64 (7.8%)	14 (7.7%)	11 (9.8%)
LARGE FIRM (51-100)	234 (8.5%)	120 (8.0%)	84 (10.2%)	14 (7.7%)	10 (8.9%)
VERY LARGE FIRM (OVER 100)	324 (11.8%)	188 (12.5%)	103 (12.5%)	15 (8.3%)	11 (9.8%)
FIRM SIZE NOT IDENTIFIED	120 (4.4%)	60 (4.0%)	37 (4.5%)	6 (3.3%)	3 (2.7%)
*** SUBTOTAL	1836 (67.0%)	1051 (69.6%)	537 (65.2%)	95 (52.5%)	68 (60.7%)
BUSINESS AND INDUSTRY CATEGORIES ---					
CORPORATION	103 (3.8%)	60 (4.0%)	26 (3.2%)	8 (4.4%)	6 (5.4%)
ACCOUNTING FIRM	48 (1.8%)	34 (2.3%)	5 (0.6%)	4 (2.2%)	1 (0.9%)
INSURANCE COMPANY	13 (0.5%)	6 (0.4%)	5 (0.6%)	1 (0.6%)	0 (0.0%)
BANK, FINANCIAL INSTITUTION	15 (0.5%)	11 (0.7%)	3 (0.4%)	0 (0.0%)	0 (0.0%)
OTHER	52 (1.9%)	32 (2.1%)	11 (1.3%)	9 (5.0%)	0 (0.0%)
*** SUBTOTAL	231 (8.4%)	143 (9.5%)	50 (6.1%)	22 (12.2%)	7 (6.3%)
FEDERAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	35 (1.3%)	9 (0.6%)	17 (2.1%)	3 (1.7%)	4 (3.6%)
JUDICIAL CLERKSHIP	120 (4.4%)	70 (4.6%)	32 (3.9%)	12 (6.6%)	4 (3.6%)
MILITARY	29 (1.1%)	22 (1.5%)	2 (0.2%)	2 (1.1%)	2 (1.8%)
PROSECUTION	5 (0.2%)	0 (0.0%)	3 (0.4%)	1 (0.6%)	1 (0.9%)
PUBLIC DEFENDER	1 (0.0%)	0 (0.0%)	0 (0.0%)	1 (0.6%)	0 (0.0%)
OTHER	6 (0.2%)	2 (0.1%)	2 (0.2%)	1 (0.6%)	1 (0.9%)
AREA NOT IDENTIFIED	8 (0.3%)	2 (0.1%)	2 (0.2%)	1 (0.6%)	1 (0.9%)
*** SUBTOTAL	204 (7.4%)	105 (7.0%)	58 (7.0%)	21 (11.6%)	13 (11.6%)
STATE GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	25 (0.9%)	15 (1.0%)	7 (0.9%)	2 (1.1%)	1 (0.9%)
JUDICIAL CLERKSHIP	157 (5.7%)	68 (4.5%)	66 (8.0%)	15 (8.3%)	4 (3.6%)
MILITARY	1 (0.0%)	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
PROSECUTION	10 (0.4%)	4 (0.3%)	6 (0.7%)	0 (0.0%)	0 (0.0%)
PUBLIC DEFENDER	10 (0.4%)	2 (0.1%)	3 (0.4%)	5 (2.8%)	0 (0.0%)
OTHER	10 (0.4%)	5 (0.3%)	2 (0.2%)	1 (0.6%)	2 (1.8%)
AREA NOT IDENTIFIED	13 (0.5%)	6 (0.4%)	4 (0.5%)	1 (0.6%)	0 (0.0%)
*** SUBTOTAL	226 (8.2%)	100 (6.6%)	89 (10.8%)	24 (13.3%)	7 (6.3%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: PACIFIC (AK CA HI OR WA)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
LOCAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	7 (0,3%)	3 (0,2%)	4 (0,5%)	0 (0,0%)	0 (0,0%)
JUDICIAL CLERKSHIP	17 (0,6%)	9 (0,6%)	8 (1,0%)	0 (0,0%)	0 (0,0%)
MILITARY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	69 (2,5%)	27 (1,8%)	22 (2,7%)	8 (4,4%)	5 (4,5%)
PUBLIC DEFENDER	12 (0,4%)	5 (0,3%)	6 (0,7%)	0 (0,0%)	1 (0,9%)
OTHER	11 (0,4%)	7 (0,5%)	2 (0,2%)	1 (0,6%)	1 (0,9%)
AREA NOT IDENTIFIED	6 (0,2%)	3 (0,2%)	1 (0,1%)	2 (1,1%)	0 (0,0%)
*** SUBTOTAL	122 (4,4%)	54 (3,6%)	43 (5,2%)	11 (6,1%)	7 (6,3%)
OTHER GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
JUDICIAL CLERKSHIP	6 (0,2%)	4 (0,3%)	2 (0,2%)	0 (0,0%)	0 (0,0%)
MILITARY	4 (0,1%)	3 (0,2%)	1 (0,1%)	0 (0,0%)	0 (0,0%)
PROSECUTION	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PUBLIC DEFENDER	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
OTHER	3 (0,1%)	1 (0,1%)	2 (0,2%)	0 (0,0%)	0 (0,0%)
AREA NOT IDENTIFIED	2 (0,1%)	2 (0,1%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
*** SUBTOTAL	15 (0,5%)	10 (0,7%)	5 (0,6%)	0 (0,0%)	0 (0,0%)
PUBLIC INTEREST ORGANIZATION CATEGORIES ---					
LEGAL SERVICES	25 (0,9%)	6 (0,4%)	15 (1,8%)	3 (1,7%)	1 (0,9%)
OTHER	20 (0,7%)	11 (0,7%)	6 (0,7%)	0 (0,0%)	2 (1,8%)
*** SUBTOTAL	45 (1,6%)	17 (1,1%)	21 (2,6%)	3 (1,7%)	3 (2,7%)
ACADEMIC CATEGORIES ---					
FACULTY, ADMIN., LIBRARIAN	16 (0,6%)	7 (0,5%)	6 (0,7%)	0 (0,0%)	2 (1,8%)
OTHER	7 (0,3%)	3 (0,2%)	1 (0,1%)	0 (0,0%)	3 (2,7%)
*** SUBTOTAL	23 (0,8%)	10 (0,7%)	7 (0,9%)	0 (0,0%)	5 (4,5%)
JOB CATEGORY NOT IDENTIFIED ---					
*** SUBTOTAL	40 (1,5%)	19 (1,3%)	13 (1,6%)	5 (2,8%)	2 (1,8%)
*** GRAND TOTAL	2742 (100,0%)	1509 (100,0%)	823 (100,0%)	181 (100,0%)	112 (100,0%)

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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: PACIFIC (AK CA HI OR WA)

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE: LEGAL	1830 (66.7%)	1047 (69.4%)	536 (65.1%)	95 (52.5%)	68 (60.7%)
PRIVATE PRACTICE: NON-LEGAL	5 (0.2%)	4 (0.3%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
BUSINESS, INDUSTRY: LEGAL	103 (3.8%)	54 (3.6%)	31 (3.8%)	7 (3.9%)	4 (3.6%)
BUSINESS, INDUSTRY: NON-LEGAL	128 (4.7%)	89 (5.9%)	19 (2.3%)	15 (8.3%)	3 (2.7%)
FEDERAL GOVERNMENT: LEGAL	188 (6.9%)	95 (6.3%)	54 (6.6%)	21 (11.6%)	12 (10.7%)
FEDERAL GOVERNMENT: NON-LEGAL	15 (0.5%)	9 (0.6%)	4 (0.5%)	0 (0.0%)	1 (0.9%)
STATE GOVERNMENT: LEGAL	220 (8.0%)	95 (6.3%)	88 (10.7%)	24 (13.3%)	7 (6.3%)
STATE GOVERNMENT: NON-LEGAL	6 (0.2%)	5 (0.3%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
LOCAL GOVERNMENT: LEGAL	114 (4.2%)	47 (3.1%)	43 (5.2%)	10 (5.5%)	7 (6.3%)
LOCAL GOVERNMENT: NON-LEGAL	8 (0.3%)	7 (0.5%)	0 (0.0%)	1 (0.6%)	0 (0.0%)
OTHER GOVERNMENT: LEGAL	14 (0.5%)	10 (0.7%)	4 (0.5%)	0 (0.0%)	0 (0.0%)
OTHER GOVERNMENT: NON-LEGAL	1 (0.0%)	0 (0.0%)	1 (0.1%)	0 (0.0%)	0 (0.0%)
PUB. INTEREST ORG.: LEGAL	43 (1.6%)	15 (1.0%)	21 (2.6%)	3 (1.7%)	3 (2.7%)
PUB. INTEREST ORG.: NON-LEGAL	2 (0.1%)	2 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
ACADEMIC: LEGAL	11 (0.4%)	3 (0.2%)	5 (0.6%)	0 (0.0%)	2 (1.8%)
ACADEMIC: NON-LEGAL	12 (0.4%)	7 (0.5%)	2 (0.2%)	0 (0.0%)	3 (2.7%)
JOB NOT IDENTIFIED: LEGAL	22 (0.8%)	7 (0.5%)	9 (1.1%)	4 (2.2%)	1 (0.9%)
JOB NOT IDENTIFIED: NON-LEGAL	15 (0.5%)	10 (0.7%)	3 (0.4%)	1 (0.6%)	1 (0.9%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: FOREIGN, MISCELLANEOUS

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
FULL-TIME LEGAL POSITION	765 (20.1%) (7.9%)	460 (24.1%) (9.7%)	202 (15.1%) (6.8%)	46 (20.5%) (7.9%)	30 (15.5%) (6.4%)
FULL-TIME NONLEGAL POSITION	145 (3.8%) (1.5%)	95 (5.0%) (2.0%)	35 (2.6%) (1.2%)	7 (3.1%) (1.2%)	6 (3.1%) (1.3%)
FULL-TIME EMPLOYMENT ASSUMED	100 (2.6%) (1.0%)	33 (1.7%) (0.7%)	16 (1.2%) (0.5%)	25 (11.2%) (4.3%)	18 (9.3%) (3.9%)
PART-TIME LEGAL POSITION	69 (1.8%) (0.7%)	25 (1.3%) (0.5%)	36 (2.7%) (1.2%)	1 (0.4%) (0.2%)	5 (2.6%) (1.1%)
PART-TIME NONLEGAL POSITION	38 (1.0%) (0.4%)	22 (1.2%) (0.5%)	11 (0.8%) (0.4%)	2 (0.9%) (0.3%)	3 (1.5%) (0.6%)
PART-TIME EMPLOYMENT ASSUMED	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)	0 (0.0%) (0.0%)
ADVANCED DEGREE PROGRAM	313 (8.2%) (3.2%)	222 (11.7%) (4.7%)	64 (4.8%) (2.2%)	16 (7.1%) (2.8%)	8 (4.1%) (1.7%)
UNEMPLOYED, NOT SEEKING WORK	445 (11.7%) (4.6%)	126 (6.6%) (2.6%)	263 (19.6%) (8.9%)	19 (8.5%) (3.3%)	28 (14.4%) (6.0%)
UNEMPLOYED, SEEKING WORK	1924 (50.6%) (19.9%)	922 (48.4%) (19.4%)	715 (53.3%) (24.1%)	108 (48.2%) (18.7%)	96 (49.5%) (20.6%)
*** KNOWN EMPLOYMENT STATUS	3799 (100.0%) (39.3%)	1905 (100.0%) (40.0%)	1342 (100.0%) (45.3%)	224 (100.0%) (38.7%)	194 (100.0%) (41.5%)
EMPLOYMENT STATUS UNKNOWN	5858 (60.7%)	2857 (60.0%)	1623 (54.7%)	355 (61.3%)	273 (58.5%)
*** GRAND TOTAL	9657 (100.0%)	4762 (100.0%)	2965 (100.0%)	579 (100.0%)	467 (100.0%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
GRADUATING CLASS OF 1983

EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: FOREIGN, MISCELLANEOUS

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE CATEGORIES ---					
SELF EMPLOYED	34 (3.4%)	21 (3.6%)	10 (4.0%)	1 (1.3%)	0 (0.0%)
VERY SMALL FIRM (2-10)	112 (11.1%)	68 (11.6%)	34 (13.4%)	4 (5.1%)	3 (5.6%)
SMALL FIRM (11-25)	56 (5.5%)	32 (5.4%)	18 (7.1%)	3 (3.8%)	1 (1.9%)
MEDIUM FIRM (26-50)	28 (2.8%)	16 (2.7%)	10 (4.0%)	1 (1.3%)	1 (1.9%)
LARGE FIRM (51-100)	22 (2.2%)	14 (2.4%)	6 (2.4%)	0 (0.0%)	1 (1.9%)
VERY LARGE FIRM (OVER 100)	18 (1.8%)	9 (1.5%)	6 (2.4%)	1 (1.3%)	0 (0.0%)
FIRM SIZE NOT IDENTIFIED	63 (6.2%)	25 (4.3%)	11 (4.3%)	10 (12.8%)	12 (22.2%)
*** SUBTOTAL	333 (33.0%)	185 (31.5%)	95 (37.5%)	20 (25.6%)	18 (33.3%)
BUSINESS AND INDUSTRY CATEGORIES ---					
CORPORATION	55 (5.4%)	32 (5.4%)	15 (5.9%)	4 (5.1%)	3 (5.6%)
ACCOUNTING FIRM	12 (1.2%)	10 (1.7%)	0 (0.0%)	1 (1.3%)	1 (1.9%)
INSURANCE COMPANY	9 (0.9%)	6 (1.0%)	0 (0.0%)	1 (1.3%)	2 (3.7%)
BANK, FINANCIAL INSTITUTION	6 (0.6%)	3 (0.5%)	1 (0.4%)	1 (1.3%)	1 (1.9%)
OTHER	24 (2.4%)	18 (3.1%)	6 (2.4%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	106 (10.5%)	69 (11.7%)	22 (8.7%)	7 (9.0%)	7 (13.0%)
FEDERAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	19 (1.9%)	15 (2.6%)	2 (0.8%)	1 (1.3%)	0 (0.0%)
JUDICIAL CLERKSHIP	29 (2.9%)	16 (2.7%)	8 (3.2%)	3 (3.8%)	2 (3.7%)
MILITARY	152 (15.0%)	106 (18.0%)	24 (9.5%)	14 (17.9%)	5 (9.3%)
PROSECUTION	4 (0.4%)	0 (0.0%)	2 (0.8%)	2 (2.6%)	0 (0.0%)
PUBLIC DEFENDER	1 (0.1%)	0 (0.0%)	1 (0.4%)	0 (0.0%)	0 (0.0%)
OTHER	7 (0.7%)	5 (0.9%)	1 (0.4%)	0 (0.0%)	1 (1.9%)
AREA NOT IDENTIFIED	14 (1.4%)	2 (0.3%)	5 (2.0%)	0 (0.0%)	1 (1.9%)
*** SUBTOTAL	226 (22.4%)	144 (24.5%)	43 (17.0%)	20 (25.6%)	9 (16.7%)
STATE GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	7 (0.7%)	3 (0.5%)	3 (1.2%)	1 (1.3%)	0 (0.0%)
JUDICIAL CLERKSHIP	28 (2.8%)	11 (1.9%)	15 (5.9%)	1 (1.3%)	1 (1.9%)
MILITARY	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
PROSECUTION	7 (0.7%)	4 (0.7%)	1 (0.4%)	1 (1.3%)	1 (1.9%)
PUBLIC DEFENDER	3 (0.3%)	2 (0.3%)	1 (0.4%)	0 (0.0%)	0 (0.0%)
OTHER	4 (0.4%)	1 (0.2%)	1 (0.4%)	1 (1.3%)	1 (1.9%)
AREA NOT IDENTIFIED	1 (0.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
*** SUBTOTAL	50 (5.0%)	21 (3.6%)	21 (8.3%)	4 (5.1%)	3 (5.6%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
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EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: FOREIGN, MISCELLANEOUS

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
LOCAL GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	3 (0,3%)	2 (0,3%)	0 (0,0%)	1 (1,3%)	0 (0,0%)
JUDICIAL CLERKSHIP	4 (0,4%)	0 (0,0%)	1 (0,4%)	1 (1,3%)	2 (3,7%)
MILITARY	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PROSECUTION	5 (0,5%)	3 (0,5%)	1 (0,4%)	1 (1,3%)	0 (0,0%)
PUBLIC DEFENDER	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
OTHER	8 (0,8%)	5 (0,9%)	2 (0,8%)	1 (1,3%)	0 (0,0%)
AREA NOT IDENTIFIED	4 (0,4%)	2 (0,3%)	1 (0,4%)	0 (0,0%)	1 (1,9%)
*** SUBTOTAL	24 (2,4%)	12 (2,0%)	5 (2,0%)	4 (5,1%)	3 (5,6%)
OTHER GOVERNMENT CATEGORIES ---					
ADMINISTRATIVE AGENCY	2 (0,2%)	1 (0,2%)	0 (0,0%)	1 (1,3%)	0 (0,0%)
JUDICIAL CLERKSHIP	24 (2,4%)	7 (1,2%)	4 (1,6%)	8 (10,3%)	5 (9,3%)
MILITARY	16 (1,6%)	14 (2,4%)	1 (0,4%)	0 (0,0%)	1 (1,9%)
PROSECUTION	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PUBLIC DEFENDER	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
OTHER	1 (0,1%)	1 (0,2%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
AREA NOT IDENTIFIED	5 (0,5%)	4 (0,7%)	0 (0,0%)	1 (1,3%)	0 (0,0%)
*** SUBTOTAL	48 (4,8%)	27 (4,6%)	5 (2,0%)	10 (12,8%)	6 (11,1%)
PUBLIC INTEREST ORGANIZATION CATEGORIES ---					
LEGAL SERVICES	12 (1,2%)	5 (0,9%)	3 (1,2%)	1 (1,3%)	3 (5,6%)
OTHER	18 (1,8%)	6 (1,0%)	3 (1,2%)	3 (3,8%)	4 (7,4%)
*** SUBTOTAL	30 (3,0%)	11 (1,9%)	6 (2,4%)	4 (5,1%)	7 (13,0%)
ACADEMIC CATEGORIES ---					
FACULTY, ADMIN., LIBRARIAN	8 (0,8%)	4 (0,7%)	2 (0,8%)	2 (2,6%)	0 (0,0%)
OTHER	16 (1,6%)	10 (1,7%)	5 (2,0%)	1 (1,3%)	0 (0,0%)
*** SUBTOTAL	24 (2,4%)	14 (2,4%)	7 (2,8%)	3 (3,8%)	0 (0,0%)
JOB CATEGORY NOT IDENTIFIED ---					
*** SUBTOTAL	166 (16,4%)	104 (17,7%)	48 (19,0%)	6 (7,7%)	1 (1,9%)
*** GRAND TOTAL	1007 (99,7%)	587 (99,8%)	252 (99,6%)	78 (100,0%)	54 (100,0%)

NATIONAL ASSOCIATION FOR LAW PLACEMENT
GRADUATING CLASS OF 1983

EMPLOYMENT SURVEY REPORT

10-REGION NATIONAL SUMMARY

REGION: FOREIGN, MISCELLANEOUS

	TOTAL	NON-MINORITY M	NON-MINORITY F	MINORITY MALE	MINORITY FEMALE
PRIVATE PRACTICE: LEGAL	311 (30,8%)	182 (31,0%)	93 (36,8%)	12 (15,4%)	9 (16,7%)
PRIVATE PRACTICE: NON-LEGAL	2 (0,2%)	1 (0,2%)	1 (0,4%)	0 (0,0%)	0 (0,0%)
BUSINESS, INDUSTRY: LEGAL	40 (4,0%)	19 (3,2%)	13 (5,1%)	5 (6,4%)	3 (5,6%)
BUSINESS, INDUSTRY: NON-LEGAL	64 (6,3%)	50 (8,5%)	9 (3,6%)	1 (1,3%)	3 (5,6%)
FEDERAL GOVERNMENT: LEGAL	212 (21,0%)	138 (23,5%)	40 (15,8%)	17 (21,8%)	7 (13,0%)
FEDERAL GOVERNMENT: NON-LEGAL	10 (1,0%)	6 (1,0%)	3 (1,2%)	0 (0,0%)	1 (1,9%)
STATE GOVERNMENT: LEGAL	45 (4,5%)	20 (3,4%)	19 (7,5%)	3 (3,8%)	2 (3,7%)
STATE GOVERNMENT: NON-LEGAL	5 (0,5%)	1 (0,2%)	2 (0,8%)	1 (1,3%)	1 (1,9%)
LOCAL GOVERNMENT: LEGAL	15 (1,5%)	7 (1,2%)	3 (1,2%)	2 (2,6%)	3 (5,6%)
LOCAL GOVERNMENT: NON-LEGAL	7 (0,7%)	5 (0,9%)	2 (0,8%)	0 (0,0%)	0 (0,0%)
OTHER GOVERNMENT: LEGAL	27 (2,7%)	20 (3,4%)	4 (1,6%)	2 (2,6%)	1 (1,9%)
OTHER GOVERNMENT: NON-LEGAL	2 (0,2%)	2 (0,3%)	0 (0,0%)	0 (0,0%)	0 (0,0%)
PUB. INTEREST ORG.: LEGAL	17 (1,7%)	9 (1,5%)	3 (1,2%)	1 (1,3%)	4 (7,4%)
PUB. INTEREST ORG.: NON-LEGAL	9 (0,9%)	2 (0.3%)	3 (1.2%)	2 (2.6%)	1 (1.9%)
ACADEMIC: LEGAL	11 (1,1%)	6 (1.0%)	4 (1,6%)	1 (1,3%)	0 (0,0%)
ACADEMIC: NON-LEGAL	12 (1.2%)	8 (1.4%)	3 (1.2%)	1 (1.3%)	0 (0.0%)
JOB NOT IDENTIFIED: LEGAL	87 (8,6%)	59 (10,0%)	23 (9,1%)	3 (3,8%)	1 (1,9%)
JOB NOT IDENTIFIED: NON-LEGAL	34 (3,4%)	20 (3,4%)	12 (4,7%)	2 (2,6%)	0 (0,0%)

APPENDIX D

SALARY DATA REPORTS BY LOCATION AND EMPLOYMENT CATEGORIES

The salary data reports have fewer responses that the employment data reports. Salaries are perceived as more "personal" information and thus are more difficult to survey. Nevertheless, salaries are reported by employment category in most U. S. cities with a population of over 25,000. These cities are listed alphabetically by state. Cities with smaller populations are combined in the "other" category for each state.

Annual salaries were coded by the two digit numbers to the left of the comma from 0 to 99. For example, a salary of $8,000 was recorded as 8, and a salary of $24,500 was recorded as 24. Salaries were not "rounded up" to the next highest figure when coding; consequently, these average salaries are slightly lower than what is accurate.

PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED			VERY SMALL FIRM (2-10 ATTORNEYS)			SMALL FIRM (11-25 ATTORNEYS)		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ALABAMA									
Bessemer	-	---	-	1	14-14	$14,000	-	---	-
Birmingham[1]	-	---	-	5	19-35	$24,000	6	20-30	$25,500
Gadsden	1	30-30	$30,000	-	---	-	-	---	-
Huntsville	-	---	-	1	22-22	$22,000	-	---	-
Mobile[1]	-	---	-	6	16-30	$22,833	3	20-28	$23,667
Montgomery	-	---	-	3	15-24	$19,000	2	22-23	$22,500
Prichard	-	---	-	1	17-17	$17,000	-	---	-
Selma	1	27-27	$27,000	-	---	-	-	---	-
Tuscaloosa	1	10-10	$10,000	6	9-24	$16,667	1	20-20	$20,000
Other Alabama	2	20-25	$22,500	14	15-25	$17,857	-	---	-
ALASKA									
Anchorage[1]	-	---	-	9	24-40	$30,889	7	26-35	$31,000
Fairbanks	-	---	-	3	24-30	$26,000	1	28-28	$28,000
Juneau	-	---	-	1	24-24	$24,000	-	---	-
ARIZONA									
Flagstaff	-	---	-	2	14-15	$14,500	-	---	-
Mesa	1	41-41	$41,000	2	20-30	$25,000	1	26-26	$26,000
Phoenix[1]	-	---	-	24	19-32	$25,250	27	18-35	$28,037
Scottsdale	1	20-20	$20,000	1	19-19	$19,000	-	---	-
Sierra Vista	-	---	-	-	---	-	3	8-25	$17,000
Tucson	-	---	-	11	10-22	$18,818	5	20-24	$22,400
Other Arizona	-	---	-	2	14-18	$16,000	-	---	-
ARKANSAS									
Fayetteville	-	---	-	3	17-18	$17,667	-	---	-
Fort Smith	-	---	-	3	18-22	$19,333	-	---	-
Jonesboro	-	---	-	-	---	-	1	20-20	$20,000
Little Rock[1]	-	---	-	12	15-83	$24,167	3	18-24	$21,667
Pine Bluff	2	14-15	$14,500	11	10-20	$15,727	1	21-21	$21,000
CALIFORNIA									
Anaheim	-	---	-	-	---	-	1	30-30	$30,000

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[1] These cities have attorneys who were hired in larger firms. Please refer to the next chart.

PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED			VERY SMALL FIRM (2-10 ATTORNEYS)			SMALL FIRM (11-25 ATTORNEYS)		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
CALIFORNIA									
Bakersfield	-	---	-	5	17-28	$22,600	1	8-8	$8,000
Burlingame	-	---	-	3	25-30	$28,333	-	---	-
Cerritos	-	---	-	4	18-20	$18,500	-	---	-
Concord	-	---	-	1	32-32	$32,000	-	---	-
Escondido	-	---	-	1	22-22	$22,000	-	---	-
Fremont	-	---	-	1	21-21	$21,000	-	---	-
Fresno	-	---	-	2	26-26	$26,000	5	23-27	$24,600
Hayward	-	---	-	1	15-15	$15,000	-	---	-
Huntington Beach	-	---	-	1	20-20	$20,000	-	---	-
Irvine	-	---	-	1	18-18	$18,000	-	---	-
Long Beach[1]	-	---	-	-	---	-	2	24-26	$25,000
Los Angeles[1]	1	32-32	$32,000	52	18-40	$26,487	52	20-42	$30,365
Modesto	-	---	-	1	22-22	$22,000	-	---	-
Newport Beach[1]	1	21-21	$21,000	15	14-33	$23,333	7	26-31	$29,143
Ontario	-	---	-	-	---	-	1	26-26	$26,000
Oxnard[1]	-	---	-	-	---	-	3	24-24	$24,000
Palo Alto[1]	-	---	-	4	20-28	$24,250	4	30-33	$30,750
Pasadena	-	---	-	1	35-35	$35,000	1	25-25	$25,000
Redwood City[1]	1	26-26	$26,000	2	21-21	$21,000	2	20-24	$22,000
Riverside[1]	-	---	-	1	21-21	$21,000	-	---	-
Sacramento[1]	-	---	-	6	12-28	$19,833	5	22-31	$25,200
San Bernardino	1	22-22	$22,000	-	---	-	-	---	-
San Diego[1]	5	16-37	$23,800	38	10-38	$22,000	14	16-36	$27,214
San Francisco[1]	-	---	-	30	16-33	$24,633	26	18-40	$31,500
San Jose[1]	-	---	-	11	14-32	$21,909	7	24-33	$26,571
San Leandro	-	---	-	1	24-24	$24,000	-	---	-
Santa Ana[1]	-	---	-	4	18-27	$22,750	5	23-30	$26,600
Santa Clara	1	50-50	$50,000	2	19-26	$22,500	-	---	-
Santa Monica[1]	-	---	-	6	24-30	$26,333	-	---	-
Stockton	-	---	-	1	23-23	$23,000	2	16-22	$19,000
Torrance	-	---	-	2	21-27	$24,000	-	---	-
Walnut Creek[1]	-	---	-	1	21-21	$21,000	3	22-28	$24,667
Other California[1]	3	12-33	$23,667	35	8-40	$23,857	20	20-31	$25,600
COLORADO									
Aurora	1	40-40	$40,000	1	30-30	$30,000	-	---	-
Boulder	-	---	-	3	25-26	$25,333	-	---	-
Colorado Springs	-	---	-	3	15-24	$21,000	-	---	-
Denver[1]	1	18-18	$18,000	39	16-36	$24,692	18	18-36	$27,556
Englewood[1]	-	---	-	2	20-32	$26,000	7	24-32	$28,286
Fort Collins	-	---	-	1	20-20	$20,000	-	---	-
Grand Junction	-	---	-	3	18-24	$22,000	1	26-26	$26,000
Greeley	-	---	-	1	20-20	$20,000	-	---	-

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[1] These cities have attorneys who were hired in larger firms. Please refer to the next chart.

PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED			VERY SMALL FIRM (2-10 ATTORNEYS)			SMALL FIRM (11-25 ATTORNEYS)		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
COLORADO(cont.)									
Lakewood	-	---	-	3	18-25	$22,333	-	---	-
Littleton	-	---	-	4	17-40	$25,250	-	---	-
Pueblo	-	---	-	1	19-19	$19,000	-	---	-
Other Colorado[1]	-	---	-	4	19-26	$22,250	1	20-20	$20,000
CONNECTICUT									
Bridgeport[1]	-	---	-	10	13-27	$18,900	4	24-28	$26,250
Danbury	-	---	-	3	14-20	$17,333	1	25-25	$25,000
East Hartford	-	---	-	-	---	-	1	25-25	$25,000
Enfield	-	---	-	1	19-19	$19,000	-	---	-
Fairfield	-	---	-	1	21-21	$21,000	-	---	-
Hamden	-	---	-	1	43-43	$43,000	-	---	-
Hartford[1]	1	8-8	$8,000	17	15-30	$21,176	8	21-27	$23,750
Manchester	-	---	-	1	18-18	$18,000	-	---	-
Meriden	-	---	-	1	22-22	$22,000	-	---	-
Milford	-	---	-	1	20-20	$20,000	-	---	-
New Haven[1]	-	---	-	9	13-25	$18,111	5	23-32	$28,400
Newington	-	---	-	1	18-18	$18,000	-	---	-
New London[1]	-	---	-	-	---	-	1	20-20	$20,000
Norwalk[1]	-	---	-	-	---	-	1	20-20	$20,000
Stamford[1]	-	---	-	3	15-30	$24,667	1	35-35	$35,000
Trumbull	-	---	-	1	17-17	$17,000	-	---	-
Wallingford	-	---	-	1	18-18	$18,000	-	---	-
Waterbury[1]	-	---	-	-	---	-	1	29-29	$29,000
West Hartford	-	---	-	2	23-25	$24,000	1	18-18	$18,000
West Haven	-	---	-	1	18-18	$18,000	-	---	-
Windsor	-	---	-	3	16-25	$19,333	-	---	-
Other Connecticut	1	35-35	$35,000	12	13-23	$18,583	2	20-20	$20,000
DELAWARE									
Dover	-	---	-	3	14-25	$18,667	-	---	-
Wilmington[1]	-	---	-	6	11-21	$17,333	1	31-31	$31,000
DISTRICT OF COLUMBIA									
Washington[1]	2	11-36	$23,500	37	18-41	$26,351	32	22-40	$31,000

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PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED # of Attorneys Responding	SELF-EMPLOYED Salary Range in Thousands	SELF-EMPLOYED Average Salary	VERY SMALL FIRM (2-10 ATTORNEYS) # of Attorneys Responding	VERY SMALL FIRM (2-10 ATTORNEYS) Salary Range in Thousands	VERY SMALL FIRM (2-10 ATTORNEYS) Average Salary	SMALL FIRM (11-25 ATTORNEYS) # of Attorneys Responding	SMALL FIRM (11-25 ATTORNEYS) Salary Range in Thousands	SMALL FIRM (11-25 ATTORNEYS) Average Salary
FLORIDA									
Boca Raton[1]	-	---	-	2	22-32	$27,000	-	---	-
Bradenton	-	---	-	2	20-22	$21,000	-	---	-
Clearwater[1]	-	---	-	2	22-30	$26,000	1	28-28	$28,000
Coral Gables	-	---	-	5	20-30	$24,600	4	25-32	$28,000
Coral Springs[1]	1	20-20	$20,000	4	17-23	$19,750	-	---	-
Deerfield Beach	-	---	-	1	20-20	$20,000	-	---	-
Dunedin	-	---	-	1	16-16	$16,000	-	---	-
Fort Lauderdale[1]	-	---	-	25	12-32	$20,760	2	24-24	$24,000
Fort Myers[1]	-	---	-	5	17-23	$20,800	-	---	-
Fort Pierce	-	---	-	13	10-30	$17,692	-	---	-
Hallandale	-	---	-	-	---	-	2	25-28	$26,500
Hialeah	-	---	-	2	15-15	$15,000	-	---	-
Hollywood[1]	-	---	-	5	20-28	$22,400	-	---	-
Jacksonville[1]	1	25-25	$25,000	20	18-26	$21,550	5	20-24	$22,800
Lakeland	-	---	-	2	16-21	$18,500	2	24-24	$24,000
Lake Worth[1]	-	---	-	1	15-15	$15,000	-	---	-
Melbourne[1]	2	24-26	$25,000	51	8-40	$24,373	21	18-30	$24,667
North Miami	-	---	-	1	20-20	$20,000	-	---	-
North Miami Beach	-	---	-	1	40-40	$40,000	1	30-30	$30,000
Ocala	-	---	-	2	17-20	$18,500	-	---	-
Orlando[1]	-	---	-	13	12-35	$22,692	16	18-33	$24,813
Pensacola	-	---	-	2	17-23	$20,000	-	---	-
Pompano Beach[1]	-	---	-	2	15-22	$18,500	-	---	-
Riviera Beach[1]	-	---	-	1	22-22	$22,000	-	---	-
St. Petersburg[1]	-	---	-	6	15-24	$18,167	1	16-16	$16,000
Sarasoto	-	---	-	3	20-25	$22,000	3	15-28	$21,000
Tallahassee[1]	-	---	-	14	12-28	$18,714	4	15-20	$18,250
Tampa[1]	-	---	-	9	13-25	$20,667	3	18-21	$19,333
West Palm Beach[1]	-	---	-	16	18-25	$21,625	3	24-35	$29,667
Other Florida[1]	2	19-50	$34,500	38	8-30	$20,816	10	15-29	$22,100
GEORGIA									
Albany	-	---	-	1	16-16	$16,000	1	17-17	$17,000
Athens	1	16-16	$16,000	-	---	-	-	---	-
Atlanta[1]	2	19-24	$21,500	31	12-35	$22,484	29	20-34	$28,414
Augusta	-	---	-	4	14-21	$17,250	1	17-17	$17,000
Columbus	-	---	-	4	18-20	$19,000	3	19-20	$19,333
Macon	-	---	-	2	16-18	$17,000	-	---	-
Manetta	-	---	-	1	15-15	$15,000	-	---	-
Rome	-	---	-	-	---	-	1	17-17	$17,000
Savannah[1]	-	---	-	9	13-56	$20,111	4	19-20	$19,250
Warner Robins	-	---	-	2	15-17	$16,000	-	---	-
Other Georgia[1]	2	11-18	$14,500	33	13-28	$17,970	6	15-21	$17,333

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PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED			VERY SMALL FIRM (2-10 ATTORNEYS)			SMALL FIRM (11-25 ATTORNEYS)		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
HAWAII									
Hilo	-	---	-	2	20-25	$22,500	-	---	-
Honolulu[1]	1	25-25	$25,000	21	14-30	$23,810	11	18-35	$26,818
IDAHO									
Boise City[1]	-	---	-	3	20-21	$20,667	1	18-18	$18,000
Idaho Falls	-	---	-	1	18-18	$18,000	1	24-24	$24,000
Pocatello	-	---	-	3	16-19	$17,667	-	---	-
Other Idaho	-	---	-	2	20-22	$21,000	-	---	-
ILLINOIS									
Addison	-	---	-	1	16-16	$16,000	-	---	-
Arlington Heights	-	---	-	3	18-20	$19,000	2	20-23	$21,500
Belleville	-	---	-	6	15-25	$21,000	3	20-25	$23,000
Bloomington	-	---	-	1	18-18	$18,000	1	20-20	$20,000
Carbondale	-	---	-	1	15-15	$15,000	-	---	-
Champaign	-	---	-	2	17-18	$17,500	-	---	-
Chicago[1]	6	10-35	$25,833	84	10-32	$21,286	61	14-36	$22.869
Danville	-	---	-	2	17-25	$21,000	-	---	-
Decatur[1]	-	---	-	2	15-17	$16,000	-	---	-
Des Plaines	-	---	-	1	14-14	$14,000	-	---	-
Elgin	-	---	-	1	16-16	$16,000	1	21-21	$21,000
Evanston	-	---	-	1	16-16	$16,000	-	---	-
Freeport	-	---	-	4	18-25	$21,750	-	---	-
Highland Park	-	---	-	1	16-16	$16,000	-	---	-
Joliet	-	---	-	2	15-18	$16,500	1	16-16	$16,000
Lansing	-	---	-	1	20-20	$20,000	-	---	-
Lombard	-	---	-	1	18-18	$18,000	-	---	-
Moline	-	---	-	2	18-18	$18,000	1	19-19	$19,000
Northbrook	-	---	-	1	16-16	$16.000	-	---	-
Park Ridge	-	---	-	-	---	-	1	20-20	$20.000
Pekin	-	---	-	1	16-16	$16,000	-	---	-
Peoria[1]	-	---	-	6	16-25	$20 500	2	19-19	$19,000
Quincy	-	---	-	-	---	-	1	20-20	$20,000
Rockford[1]	-	---	-	3	15-21	$17,333	1	21-21	$21,000
Springfield	-	---	-	2	18-19	$18,500	1	18-18	$18.000
Urbana	-	---	-	2	22-22	$22,000	-	---	-
Wheaton	-	---	-	2	14-25	$19,500	2	16-18	$17,000
Other Illinois[1]	2	25-42	$33,500	36	12-26	$18,472	2	16-25	$20,500

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	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
INDIANA									
Anderson	-	---	-	1	14-14	$14,000	-	---	-
Bloomington	-	---	-	2	15-17	$16,000	-	---	-
Elkhart	-	---	-	4	16-25	$20,750	-	---	-
Evansville	-	---	-	1	20-20	$20,000	1	18-18	$18,000
Fort Wayne [1]	1	15-15	$15,000	2	17-20	$18,500	2	22-23	$22,500
Hammond [1]	2	20-20	$20,000	25	14-30	$22,000	18	18-32	$26,778
Kokomo	-	---	-	2	22-31	$26,500	1	25-25	$25,000
Mishawaka	-	---	-	1	13-13	$13,000	1	21-21	$21,000
Muncie	-	---	-	-	---	-	1	19-19	$19,000
New Albany	-	---	-	1	20-20	$20,000	1	20-20	$20,000
Portage	-	---	-	1	17-17	$17,000	-	---	-
South Bend [1]	-	---	-	3	14-20	$16,333	-	---	-
Terre Haute	-	---	-	2	15-20	$17,500	-	---	-
Other Indiana [1]	4	15-60	$26,500	14	12-26	$17,429	3	19-28	$23,000
IOWA									
Cedar Rapids [1]	-	---	-	1	3-3	$3,000	2	24-25	$24,500
Des Moines [1]	-	---	-	4	15-20	$17,750	1	25-25	$25,000
Fort Dodge	-	---	-	-	---	-	1	18-18	$18,000
Iowa City	-	---	-	1	19-19	$19,000	-	---	-
Marshalltown	-	---	-	1	20-20	$20,000	-	---	-
Mason City	-	---	-	1	20-20	$20,000	-	---	-
Sioux City	-	---	-	2	15-20	$17,500	2	18-19	$18,500
Waterloo	-	---	-	1	17-17	$17,000	2	17-17	$17,000
Other Iowa	1	12-12	$12,000	17	13-19	$16,647	1	21-21	$21,000
KANSAS									
Hutchinson	-	---	-	1	23-23	$23,000	-	---	-
Kansas City [1]	-	---	-	1	18-18	$18,000	2	19-25	$22,000
Overland Park [1]	-	---	-	1	12-12	$12,000	-	---	-
Topeka	-	---	-	4	12-26	$19,250	2	21-22	$21,500
Wichita [1]	-	---	-	6	15-25	$20,667	8	22-34	$25,250
Other Kansas [1]	-	---	-	12	14-23	$18,583	2	19-22	$20,500
KENTUCKY									
Ashland	-	---	-	2	18-19	$18,500	-	---	-
Bowling Green	-	---	-	3	20-22	$21,333	-	---	-
Covington	-	---	-	3	16-18	$16,667	1	15-15	$15,000

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PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED			VERY SMALL FIRM (2-10 ATTORNEYS)			SMALL FIRM (11-25 ATTORNEYS)		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
KENTUCKY (cont.)									
Lexington-Fayette[1]	-	---	-	13	14-30	$20,538	4	15-25	$19,750
Louisville[1]	3	16-22	$19,333	14	12-24	$18,071	5	17-22	$19,600
Owensboro	-	---	-	5	15-25	$19,000	-	---	-
Other Kentucky	10	6-30	$14,000	28	12-35	$19,786	1	13-13	$13,000
LOUISIANA									
Alexandria	-	---	-	3	16-21	$19,000	-	---	-
Baton Rouge[1]	-	---	-	14	17-30	$25,143	5	23-29	$25,000
Crowley	-	---	-	1	55-55	$55,000	-	---	-
Houma	-	---	-	1	24-24	$24,000	-	---	-
Lafayette[1]	-	---	-	8	25-35	$29,500	2	20-30	$25,000
Lake Charles	-	---	-	1	30-30	$30,000	-	---	-
Metairie[1]	-	---	-	-	---	-	3	12-26	$20,000
Monroe	-	---	-	2	18-22	$20,000	-	---	-
New Iberia	-	---	-	1	28-28	$28,000	-	---	-
New Orleans[1]	1	16-16	$16,000	22	17-37	$27,091	25	14-33	$25,960
Shreveport	-	---	-	4	22-32	$26,250	4	18-30	$24,250
Slidell	-	---	-	1	16-16	$16,000	-	---	-
Other Louisiana	2	20-25	$22,500	4	19-30	$24,000	2	21-50	$35,500
MAINE									
Augusta	-	---	-	2	13-17	$15,000	-	---	-
Bangor[1]	1	10-10	$10,000	1	20-20	$20,000	-	---	-
Lewiston	-	---	-	1	18-18	$18,000	-	---	-
Portland[1]	1	10-10	$10,000	10	14-26	$18,000	2	25-25	$25,000
Other Maine[1]	3	10-10	$10,000	10	10-18	$14,600	-	---	-
MARYLAND									
Annapolis	-	---	-	1	24-24	$24,000	-	---	-
Baltimore[1]	-	---	-	7	14-22	$17,714	4	23-32	$27,250
Bethesda	-	---	-	1	26-26	$26,000	-	---	-
Frederick	-	---	-	3	17-29	$22,000	-	---	-
Glen Burnie	-	---	-	1	12-12	$12,000	-	---	-
Hagerstown	-	---	-	2	13-31	$22,000	-	---	-
Rockville[1]	-	---	-	3	19-23	$20,333	1	20-20	$20,000
Silver Spring	-	---	-	1	17-17	$17,000	1	27-27	$27,000
Towson	-	---	-	3	16-24	$21,333	-	---	-
Other Maryland[1]	-	---	-	8	12-20	$16,250	-	---	-

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	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
MASSACHUSETTS									
Amhearst	-	---	-	1	13-13	$13,000	-	---	-
Andover	-	---	-	2	15-18	$16,500	-	---	-
Barnstable	-	---	-	1	18-18	$18,000	-	---	-
Boston[1]	-	---	-	68	8-32	$19,250	32	16-49	$25,781
Braintree	-	---	-	4	16-17	$16,250	-	---	-
Brockton	-	---	-	2	12-16	$14,000	-	---	-
Brookline	-	---	-	2	12-19	$15,500	-	---	-
Chelmsford	-	---	-	1	16-16	$16,000	-	---	-
Fall River	-	---	-	2	22-24	$23,000	1	16-16	$16,000
Fitchburg	-	---	-	1	12-12	$12,000	-	---	-
Framingham	-	---	-	2	13-18	$15,500	-	---	-
Lawrence	-	---	-	1	15-15	$15,000	-	---	-
Leominster	-	---	-	1	12-12	$12,000	-	---	-
Lexington	-	---	-	2	18-26	$22,000	-	---	-
Lowell	-	---	-	2	15-18	$16,500	-	---	-
Lynn	-	---	-	2	14-18	$16,000	-	---	-
Marlborough	-	---	-	1	15-15	$15,000	-	---	-
Medford	-	---	-	1	18-18	$18,000	-	---	-
Needham	1	39-39	$39,000	2	12-26	$19,000	-	---	-
New Bedford	-	---	-	4	11-24	$16,250	-	---	-
Narthampton	-	---	-	2	15-20	$17,500	-	---	-
Pittsfield	-	---	-	1	16-16	$16,000	-	---	-
Quincy	1	18-18	$18,000	1	22-22	$22,000	-	---	-
Randolph	-	---	-	1	14-14	$14,000	-	---	-
Salem	1	14-14	$14,000	4	12-16	$14,000	-	---	-
Springfield	1	11-11	$11,000	8	9-17	$13,125	2	17-19	$18,000
Taunton	-	---	-	8	9-24	$16,750	-	---	-
Wellesley	-	---	-	2	15-16	$15,500	-	---	-
Westfield	1	25-25	$25,000	-	---	-	-	---	-
Weymouth	-	---	-	1	20-20	$20,000	-	---	-
Wobum	-	---	-	2	12-16	$14,000	-	---	-
Worcester	-	---	-	26	10-36	$18,462	1	25-25	$25,000
MICHIGAN									
Ann Arbor	-	---	-	5	15-36	$23,600	-	---	-
Battle Creek	-	---	-	2	17-21	$19,000	-	---	-
Bay City	-	---	-	1	18-18	$18,000	-	---	-
Dearborn	-	---	-	1	18-18	$18,000	-	---	-
Detroit[1]	2	10-18	$14,000	21	8-30	$20,714	12	16-31	$24,583
East Lansing	-	---	-	2	15-17	$16,000	-	---	-
Flint	-	---	-	1	20-20	$20,000	-	---	-
Grand Rapids[1]	-	---	-	3	16-20	$18,667	5	24-26	$25,000
Jackson	-	---	-	1	22-22	$22,000	-	---	-

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PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED			VERY SMALL FIRM (2-10 ATTORNEYS)			SMALL FIRM (11-25 ATTORNEYS)		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
MICHIGAN(cont.)									
Kalamazoo[1]	-	---	-	3	18-20	$19,333	2	27-28	$27,500
Lansing[1]	-	---	-	1	20-20	$20,000	3	18-22	$19,333
Lincoln Park	-	---	-	1	22-22	$22,000	-	---	-
Royal Oak	-	---	-	1	19-19	$19,000	-	---	-
St. Clair Shores	-	---	-	1	20-20	$20,000	-	---	-
Southfield[1]	1	48-48	$48,000	15	15-27	$19,800	9	18-30	$24,778
Southgate	-	---	-	-	---	-	1	27-27	$27,000
Sterling Heights	-	---	-	1	23-23	$23,000	-	---	-
Troy	-	---	-	6	13-25	$18,833	2	25-27	$26,000
Warren	-	---	-	1	19-19	$19,000	-	---	-
Other Michigan[1]	1	40-40	$40,000	14	12-30	$19,143	6	24-31	$28,167
MINNESOTA									
Bloomington	-	---	-	2	16-21	$18,500	-	---	-
Duluth[1]	-	---	-	2	16-18	$17,000	-	---	-
Edina	-	---	-	1	25-25	$25,000	1	25-25	$25,000
Mankato	-	---	-	1	13-13	$13,000	-	---	-
Minneapolis[1]	1	75-75	$75,000	23	10-30	$19,652	14	15-32	$23,643
Moorhead	-	---	-	-	---	-	1	18-18	$18,000
Richfield	-	---	-	1	14-14	$14,000	-	---	-
Roseville	-	---	-	1	18-18	$18,000	-	---	-
St. Cloud	-	---	-	3	18-24	$21,333	2	20-21	$20,500
St. Louis Park	-	---	-	1	12-12	$12,000	-	---	-
St. Paul[1]	3	10-32	$20,667	9	10-29	$18,556	8	18-29	$23,875
Winona	-	---	-	1	15-15	$15,000	-	---	-
Other Minnesota[1]	-	---	-	25	14-25	$18,600	6	18-24	$20,000
MISSISSIPPI									
Biloxi	-	---	-	-	---	-	1	21-21	$21,000
Columbus	-	---	-	1	21-21	$21,000	-	---	-
Gulfport	-	---	-	-	---	-	1	22-22	$22,000
Hattiesburg	-	---	-	-	---	-	1	20-20	$20,000
Jackson[1]	1	22-22	$22,000	6	12-25	$19,000	8	20-25	$23,500
Meridian	-	---	-	1	26-26	$26,000	-	---	-
Pascagoula	-	---	-	1	20-20	$20,000	-	---	-
Other Mississippi	-	---	-	8	12-37	$21,625	1	26-26	$26,000

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PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED			VERY SMALL FIRM (2-10 ATTORNEYS)			SMALL FIRM (11-25 ATTORNEYS)		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
MISSOURI									
Jefferson City	-	---	-	2	16-18	$17,000	1	16-16	$16,000
Joplin	-	---	-	2	18-18	$18,000	-	---	-
Kansas City[1]	1	6-6	$6,000	11	17-30	$24,455	5	28-33	$31,000
St. Joseph[1]	4	8-32	$17,500	22	8-25	$19,227	15	12-30	$22,467
Springfield	1	7-7	$7,000	2	18-22	$20,000	3	17-18	$17,667
Other Missouri	-	---	-	14	13-30	$18,500	1	18-18	$18,000
MONTANA									
Billings[1]	-	---	-	6	18-21	$18,667	-	---	-
Great Falls	-	---	-	1	18-18	$18,000	1	20-20	$20,000
Missoula	-	---	-	5	15-19	$17,400	-	---	-
Other Montana	1	10-10	$10,000	7	18-22	$18,571	-	---	-
NEBRASKA									
Grand Island	-	---	-	1	20-20	$20,000	-	---	-
Lincoln[1]	1	5-5	$5,000	1	15-15	$15,000	1	20-20	$20,000
Omaha[1]	1	24-24	$24,000	9	12-20	$16,333	5	21-27	$23,600
NEVADA									
Carson City	-	---	-	1	16-16	$16,000	-	---	-
Las Vegas[1]	-	---	-	9	19-26	$22,778	2	25-30	$27,500
Reno	-	---	-	4	22-26	$24,750	4	24-30	$26,500
NEW HAMPSHIRE									
Concord	1	9-9	$9,000	-	---	-	3	21-22	$21,667
Manchester[1]	-	---	-	1	21-21	$21,000	2	20-22	$21,000
Nashua	-	---	-	3	15-17	$16,000	1	21-21	$21,000
Other New Hampshire	1	23-23	$23,000	13	13-25	$17,385	2	17-19	$18,000
NEW JERSEY									
Atlantic City[1]	-	---	-	1	25-25	$25,000	2	8-23	$15,500
Bayonne	-	---	-	1	20-20	$20,000	-	---	-
Bloomfield	-	---	-	1	18-18	$18,000	1	20-20	$20,000
Brick	-	---	-	1	20-20	$20,000	-	---	-
Camden[1]	-	---	-	3	15-30	$20,000	-	---	-

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PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED			VERY SMALL FIRM (2-10 ATTORNEYS)			SMALL FIRM (11-25 ATTORNEYS)		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
NEW JERSEY(cont.)									
Cherry Hill[1]	1	15-15	$15,000	3	20-31	$23,667	-	---	-
East Orange	-	---	-	1	18-18	$18,000	2	15-23	$19,000
Elizabeth	-	---	-	1	21-21	$21,000	-	---	-
Fair Lawn	-	---	-	1	20-20	$20,000	-	---	-
Fort Lee	1	17-17	$17,000	1	26-26	$26,000	2	16-20	$18,000
Hackensack	1	25-25	$25,000	6	10-17	$14,667	-	---	-
Hoboken	-	---	-	1	12-12	$12,000	-	---	-
Jersey City[1]	-	---	-	5	19-22	$20,200	2	22-22	$22,000
Kearny	-	---	-	1	35-35	$35,000	-	---	-
Middletown	-	---	-	-	---	-	1	27-27	$27,000
Montclair[1]	-	---	-	11	15-33	$23,000	4	22-32	$27,250
North Bergen	-	---	-	1	14-14	$14,000	-	---	-
Nutley	-	---	-	2	18-18	$18,000	-	---	-
Orange	-	---	-	1	15-15	$15,000	-	---	-
Paramus	-	---	-	-	---	-	1	25-25	$25,000
Passiac	-	---	-	1	15-15	$15,000	-	---	-
Paterson	-	---	-	5	15-25	$19,000	-	---	-
Perth Amboy	-	---	-	2	15-19	$17,000	-	---	-
Plainfield	1	20-20	$20,000	-	---	-	-	---	-
Rahway	-	---	-	-	---	-	2	15-18	$16,500
Teaneck	-	---	-	1	28-28	$28,000	-	---	-
Trenton	-	---	-	3	16-24	$20,667	-	---	-
Union	-	---	-	3	16-25	$19,000	-	---	-
Union City	-	---	-	1	20-20	$20,000	-	---	-
Vineland	-	---	-	1	14-14	$14,000	1	18-18	$18,000
Westfield	-	---	-	1	32-32	$32,000	-	---	-
West Orange	-	---	-	3	16-28	$20,333	4	32-33	$32,750
Woodbridge[1]	-	---	-	2	21-25	$23,000	-	---	-
Other New Jersey[1]	2	25-35	$30,000	51	10-37	$19,451	20	13-35	$25,600
NEW MEXICO									
Albuquerque[1]	4	24-30	$25,750	14	16-28	$20,714	7	21-30	$26,571
Carlsbad	-	---	-	1	18-18	$18,000	-	---	-
Hobbs	-	---	-	1	24-24	$24,000	-	---	-
Roswell[1]	-	---	-	6	20-27	$22,667	6	17-33	$23,167
Other New Mexico[1]	-	---	-	2	18-22	$20,000	-	---	-

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PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED			VERY SMALL FIRM (2-10 ATTORNEYS)			SMALL FIRM (11-25 ATTORNEYS)		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
NEW YORK									
Albany	-	---	-	5	13-18	$14,600	2	20-22	$21,000
Binghamton[1]	1	12-12	$12,000	-	---	-	2	18-21	$19,500
Buffalo[1]	-	---	-	26	7-26	$15,385	8	12-24	$18,625
Deer Park	-	---	-	1	15-15	$15,000	-	---	-
Freeport	-	---	-	1	29-29	$29,000	-	---	-
Hempstead[1]	-	---	-	2	17-20	$18,500	-	---	-
Huntington Station	-	---	-	1	35-35	$35,000	-	---	-
Jamestown	-	---	-	1	16-16	$16,000	-	---	-
Lindenhurst	-	---	-	1	20-20	$20,000	-	---	-
Long Beach	-	---	-	2	13-20	$16,500	-	---	-
Merrick	-	---	-	3	16-20	$18,000	1	25-25	$25,000
New Rochelle	-	---	-	1	18-18	$18,000	-	---	-
New York[1]	1	15-15	$15,000	115	7-45	$22,043	66	13-43	$29,242
Poughkeepsie	-	---	-	1	19-19	$19,000	1	20-20	$20,000
Rochester[1]	-	---	-	3	16-18	$17,333	1	22-22	$22,000
Syracuse[1]	-	---	-	4	16-32	$24,750	1	32-32	$32,000
Troy	-	---	-	1	19-19	$19,000	-	---	-
Utica	-	---	-	3	12-15	$13,667	-	---	-
Valley Stream	-	---	-	2	12-15	$13,500	-	---	-
Watertown[1]	1	8-8	$8,000	10	12-24	$19,200	5	17-28	$23,000
Yonkers	-	---	-	2	16-20	$18,000	-	---	-
Other New York[1]	-	---	-	64	10-38	$19,125	7	8-25	$18,571
NORTH CAROLINA									
Asheville	-	---	-	2	14-16	$15,000	1	16-16	$16,000
Chapel Hill	-	---	-	1	20-20	$20,000	-	---	-
Charlotte[1]	-	---	-	10	13-30	$21,000	5	26-28	$27,200
Durham	-	---	-	1	18-18	$18,000	-	---	-
Fayetteville	-	---	-	2	16-17	$16,500	-	---	-
Gastonia	-	---	-	3	14-20	$16,000	-	---	-
Greensboro[1]	-	---	-	3	16-18	$17,333	5	22-30	$24,600
Greenville	-	---	-	1	14-14	$14,000	-	---	-
High Point	-	---	-	1	15-15	$15,000	-	---	-
Raleigh[1]	-	---	-	4	12-20	$15,500	3	22-26	$24,000
Rocky Mount	-	---	-	-	---	-	2	18-23	$20,500
Winton-Salem[1]	-	---	-	3	10-28	$16,667	-	---	-
Other North Carolina	-	---	-	16	10-26	$16,375	3	15-26	$21,667

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PRIVATE PRACTICE--SMALL FIRMS

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	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
NORTH DAKOTA									
Bismarck	1	19-19	$19,000	4	19-24	$20,750	1	25-25	$25,000
Fargo	-	---	-	6	18-30	$21,667	2	25-25	$25,000
Minot	-	---	-	1	15-15	$15,000	-	---	-
Other North Dakota	1	19-19	$19,000	7	12-18	$15,857	-	---	-
OHIO									
Arkon[1]	2	18-28	$23,000	3	20-24	$22,667	2	18-19	$18,500
Canton	-	---	-	1	14-14	$14,000	2	25-25	$25,000
Cincinnati[1]	-	---	-	12	10-25	$18,500	4	18-28	$24,000
Cleveland[1]	8	5-26	$17,625	36	6-25	$19,139	15	17-30	$24,800
Cleveland Heights	1	24-24	$24,000	-	---	-	-	---	-
Columbus[1]	4	13-32	$21,250	17	16-30	$21,294	4	17-28	$23,250
Dayton[1]	-	---	-	4	16-20	$18,250	1	26-26	$26,000
East Cleveland	-	---	-	1	15-15	$15,000	-	---	-
Findlay	-	---	-	3	13-19	$15,667	-	---	-
Hamilton	1	16-16	$16,000	1	22-22	$22,000	1	22-22	$22,000
Lima	-	---	-	1	15-15	$15,000	-	---	-
Lorain	-	---	-	2	16-18	$17,000	2	21-21	$21,000
Middletown	-	---	-	2	18-27	$22,500	-	---	-
Sandusky	-	---	-	1	16-16	$16,000	1	19-19	$19,000
Springfield	1	15-15	$15,000	1	12-12	$12,000	2	21-22	$21,500
Toledo[1]	-	---	-	2	18-24	$21,000	1	34-34	$34,000
Warren	1	9-9	$9,000	2	19-30	$24,500	2	21-21	$21,000
Youngstown	-	---	-	4	14-22	$18,000	-	---	-
Zanesville	-	---	-	6	12-18	$16,667	-	---	-
Other Ohio	2	11-18	$14,500	31	9-40	$18,839	5	18-24	$21,400
OKLAHOMA									
Edmond	-	---	-	1	26-26	$26,000	-	---	-
Enid	-	---	-	5	18-26	$23,200	1	50-50	$50,000
Norman	1	20-20	$20,000	6	18-25	$21,000	-	---	-
Oklahoma City[1]	8	17-60	$33,375	66	11-40	$24,470	33	19-36	$28,303
Shawnee	1	15-15	$15,000	1	28-28	$28,000	-	---	-
Stillwater	-	---	-	2	18-18	$18,000	-	---	-
Tulsa[1]	-	---	-	5	19-36	$28,200	8	19-36	$28,000
Other Oklahoma	6	20-35	$27,500	18	8-35	$24,444	1	23-23	$23,000

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	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
OREGON									
Eugene[1]	-	---	-	5	20-26	$22,800	3	22-25	$23,667
Medford	-	---	-	1	24-24	$24,000	1	22-22	$22,000
Portland[1]	-	---	-	14	13-22	$17,643	12	16-26	$22,750
Salem	-	---	-	2	18-20	$19,000	1	18-18	$18,000
Other Oregon	1	9-9	$9,000	9	12-24	$17,111	-	---	-
PENNSYLVANIA									
Allentown	-	---	-	2	15-15	$15,000	-	---	-
Bethlehem	-	---	-	1	35-35	$35,000	-	---	-
Chester	-	---	-	1	18-18	$18,000	-	---	-
Easton	1	25-25	$25,000	-	---	-	1	15-15	$15,000
Erie[1]	-	---	-	-	---	-	2	18-19	$18,500
Harrisburg[1]	1	10-10	$10,000	5	14-30	$21,400	1	26-26	$26,000
Johnstown	-	---	-	1	16-16	$16,000	-	---	-
Lancaster	-	---	-	4	15-21	$17,500	1	24-24	$24,000
Monroeville	-	---	-	1	18-18	$18,000	-	---	-
Norristown	-	---	-	3	12-20	$16,667	2	18-23	$20,500
Philadelphia[1]	5	8-22	$12,400	37	10-30	$20,243	22	11-40	$25,636
Pittsburgh[1]	1	50-50	$50,000	10	14-26	$19,400	9	16-32	$22,444
Reading[1]	-	---	-	1	14-14	$14,000	1	20-20	$20,000
Scranton	-	---	-	1	21-21	$21,000	-	---	-
West Mifflin	-	---	-	1	25-25	$25,000	-	---	-
Wilkes-Barre[1]	-	---	-	4	10-18	$14,000	-	---	-
Williamsport	-	---	-	2	16-18	$17,000	1	18-18	$18,000
York	-	---	-	1	15-15	$15,000	1	16-16	$16,000
Other Pennsylvania[1]	-	---	-	43	7-30	$17,163	7	15-32	$22,143
RHODE ISLAND									
Coventry	-	---	-	1	16-16	$16,000	-	---	-
East Providence	-	---	-	1	18-18	$18,000	-	---	-
Newport	-	---	-	1	16-16	$16,000	-	---	-
North Providence	-	---	-	1	17-17	$17,000	-	---	-
Pawtucket	-	---	-	1	18-18	$18,000	-	---	-
Providence[1]	-	---	-	13	12-25	$16,769	7	20-30	$24,000
Warwick	-	---	-	1	12-12	$12,000	-	---	-
Other Rhode Island	-	---	-	1	15-15	$15,000	-	---	-

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	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
SOUTH CAROLINA									
Charleston	1	22-22	$22,000	6	15-20	$17,167	-	---	-
Columbia	-	---	-	11	13-19	$16,727	3	20-22	$20,667
Greenville	-	---	-	4	13-25	$19,750	1	19-19	$19,000
Rock Hill	-	---	-	1	16-16	$16,000	-	---	-
Spartanburg	-	---	-	1	18-18	$18,000	1	18-18	$18,000
Other South Carolina	1	50-50	$50,000	12	11-25	$16,667	-	---	-
SOUTH DAKOTA									
Sioux Falls	-	---	-	-	---	-	1	26-26	$26,000
TENNESSEE									
Chattanooga[1]	-	---	-	4	15-24	$18,500	2	15-22	$18,500
Clarksville	-	---	-	2	20-22	$21,000	-	---	-
Columbia	-	---	-	1	18-18	$18,000	-	---	-
Jackson	-	---	-	2	15-18	$16,500	-	---	-
Johnson City	-	---	-	1	17-17	$17,000	1	22-22	$22,000
Kingsport	-	---	-	1	20-20	$20,000	1	21-21	$21,000
Knoxville[1]	-	---	-	5	8-22	$15,800	3	21-26	$23,667
Memphis[1]	1	10-10	$10,000	12	15-27	$20,750	7	23-44	$28,857
Oak Ridge	-	---	-	1	30-30	$30,000	-	---	-
Other Tennessee	-	---	-	14	10-21	$15,786	-	---	-
TEXAS									
Abilene	-	---	-	3	21-29	$24,333	1	30-30	$30,000
Amarillo[1]	-	---	-	1	32-32	$32,000	1	25-25	$25,000
Arlington[1]	1	39-39	$39,000	9	12-38	$27,556	-	---	-
Baytown	-	---	-	1	16-16	$16,000	-	---	-
Beaumont[1]	1	56-56	$56,000	1	36-36	$36,000	4	28-36	$31,750
Brownsville	-	---	-	1	22-22	$22,000	-	---	-
Bryan	1	17-17	$17,000	2	20-28	$24,000	-	---	-
Corpus Christi[1]	1	30-30	$30,000	2	22-30	$26,000	1	32-32	$32,000
Dallas[1]	2	20-25	$22,500	47	17-36	$25,234	27	24-38	$30,815
Denton	1	13-13	$13,000	-	---	-	-	---	-
El Paso[1]	-	---	-	2	10-33	$21,500	2	35-35	$35,000
Fort Worth[1]	-	---	-	7	22-31	$25,571	4	28-33	$29,750
Galveston	-	---	-	5	15-29	$21,800	6	27-30	$28,833
Harlingen	-	---	-	1	21-21	$21,000	1	28-28	$28,000
Houston[1]	7	8-56	$24,143	75	18-56	$29,773	55	18-40	$30,927
Hurst	-	---	-	1	27-27	$27,000	-	---	-

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	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
TEXAS(cont.)									
Irving	-	---	-	1	25-25	$25,000	-	---	-
Laredo	-	---	-	1	28-28	$28,000	-	---	-
Lubbock	2	10-15	$12,500	5	15-25	$20,600	1	27-27	$27,000
Lufkin	-	---	-	1	22-22	$22,000	-	---	-
McAllen	-	---	-	1	26-26	$26,000	1	29-29	$29,000
Mesquite	1	14-14	$14,000	1	19-19	$19,000	-	---	-
Midland[1]	-	---	-	1	25-25	$25,000	-	---	-
Odessa	1	29-29	$29,000	2	20-24	$22,000	-	---	-
Richardson	1	21-21	$21,000	-	---	-	-	---	-
San Angelo	-	---	-	3	24-29	$27,333	-	---	-
San Antonio[1]	1	20-20	$20,000	23	10-32	$23,739	12	20-35	$29,667
Sherman	-	---	-	1	24-24	$24,000	1	25-25	$25,000
Tyler	1	8-8	$8,000	1	26-26	$26,000	-	---	-
Victoria	-	---	-	-	---	-	1	25-25	$25,000
Waco[1]	-	---	-	1	18-18	$18,000	-	---	-
Wichita Falls	1	39-39	$39,000	1	25-25	$25,000	-	---	-
Other Texas[1]	4	23-41	$34,750	21	13-28	$20,905	2	29-35	$32,000
UTAH									
Logan	-	---	-	1	18-18	$18,000	-	---	-
Ogden	1	20-20	$20,000	1	18-18	$18,000	-	---	-
Provo[1]	6	15-28	$21,167	36	14-34	$23,194	9	15-33	$25,222
Other Utah[1]	1	20-20	$20,000	5	16-24	$19,000	-	---	-
VERMONT									
Burlington	-	---	-	-	---	-	2	20-23	$21,500
Other Vermont[1]	-	---	-	4	12-18	$15,000	1	16-16	$16,000
VIRGINIA									
Alexandria	-	---	-	2	22-37	$29,500	3	18-31	$23,333
Annandale	-	---	-	-	---	-	1	25-25	$25,000
Arlington	-	---	-	5	12-25	$20,000	-	---	-
Charlottesville	-	---	-	2	17-20	$18,500	2	20-27	$23,500
Chesapeake	-	---	-	1	23-23	$23,000	-	---	-
Hampton	-	---	-	1	20-20	$20,000	-	---	-
Lynchburg	-	---	-	4	12-20	$16,750	1	21-21	$21,000
Newport News	-	---	-	3	13-18	$16,333	1	21-21	$21,000
Norfolk[1]	-	---	-	5	18-30	$22,600	1	26-26	$26,000

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[1] These cities have attorneys who were hired in larger firms. Please refer to the next chart.

PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED			VERY SMALL FIRM (2-10 ATTORNEYS)			SMALL FIRM (11-25 ATTORNEYS)		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
VIRGINIA(cont.)									
Portsmouth	-	---	-	1	20-20	$20,000	-	---	-
Richmond[1]	-	---	-	9	15-29	$19,556	2	20-25	$22,500
Roanoke[1]	-	---	-	1	18-18	$18,000	4	22-27	$24,750
Virginia Beach	-	---	-	3	18-20	$18,667	-	---	-
Woodbridge-Marumsco	-	---	-	1	19-19	$19,000	-	---	-
Other Virginia[1]	2	12-22	$17,000	28	10-31	$18,750	6	20-24	$22,000
WASHINGTON									
Auburn	-	---	-	1	16-16	$16,000	-	---	-
Bellingham	-	---	-	1	13-13	$13,000	-	---	-
Everett	-	---	-	1	22-22	$22,000	1	17-17	$17,000
Kennewick	-	---	-	2	10-21	$15,500	-	---	-
Longview	-	---	-	1	18-18	$18,000	-	---	-
Olympia	-	---	-	2	15-18	$16,500	-	---	-
Renton	-	---	-	1	20-20	$20,000	-	---	-
Richland	-	---	-	1	20-20	$20,000	-	---	-
Seattle[1]	1	15-15	$15,000	15	14-30	$23,000	23	20-31	$25,826
Spokane[1]	-	---	-	6	12-24	$17,833	2	15-22	$18,500
Tacoma	-	---	-	8	12-21	$18,000	3	22-25	$23,667
Vancouver[1]	-	---	-	4	16-20	$18,250	1	18-18	$18,000
Yakima	-	---	-	-	---	-	3	20-22	$21,333
Other Washington[1]	1	20-20	$20,000	9	12-23	$17,889	-	---	-
WEST VIRGINIA									
Charleston[1]	-	---	-	6	15-25	$18,333	4	27-30	$28,000
Huntington	-	---	-	1	26-26	$26,000	1	26-26	$26,000
Morgantown	1	28-28	$28,000	1	22-22	$22,000	-	---	-
Wheeling	-	---	-	5	14-25	$19,800	1	24-24	$24,000
Other West Virginia[1]	5	14-30	$20,600	21	12-32	$19,000	-	---	-
WISCONSIN									
Appleton	-	---	-	2	16-28	$22,000	2	18-21	$19,500
Beiot	-	---	-	1	15-15	$15,000	-	---	-
Eau Claire	-	---	-	1	15-15	$15,000	-	---	-
Green Bay[1]	-	---	-	1	18-18	$18,000	-	---	-
Janesville	-	---	-	1	18-18	$18,000	-	---	-
Kenosha	-	---	-	1	20-20	$20,000	-	---	-
La Crosse	-	---	-	1	12-12	$12,000	-	---	-

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[1] These cities have attorneys who were hired in larger firms. Please refer to the next chart.

PRIVATE PRACTICE--SMALL FIRMS

STATE/CITY	SELF-EMPLOYED			VERY SMALL FIRM (2-10 ATTORNEYS)			SMALL FIRM (11-25 ATTORNEYS)		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
WISCONSIN(cont.)									
Madison[1]	-	---	-	8	17-25	$19,750	7	18-24	$21,714
Manitowoc	-	---	-	-	---	-	1	16-16	$16,000
Menomonee Falls	-	---	-	1	24-24	$24,000	-	---	-
Milwaukee[1]	-	---	-	13	12-28	$18,462	6	20-35	$26,000
Oshkosh	-	---	-	1	20-20	$20,000	-	---	-
Racine	1	20-20	$20,000	1	22-22	$22,000	-	---	-
Sheboygan	-	---	-	1	16-16	$16,000	-	---	-
Superior	-	---	-	1	12-12	$12,000	-	---	-
Waukesha	-	---	-	1	12-12	$12,000	-	---	-
Wausau	-	---	-	1	18-18	$18,000	-	---	-
Wauwatosa	-	---	-	1	18-18	$18,000	-	---	-
Other Wisconsin	1	24-24	$24,000	19	8-25	$16,263	1	17-17	$17,000
WYOMING									
Casper	-	---	-	-	---	-	1	19-19	$19,000
Other Wyoming	-	---	-	1	24-24	$24,000	1	24-24	$24,000
FOREIGN									
Puerto Rico	-	---	-	1	18-18	$18,000	-	---	-
Europe	-	---	-	2	18-22	$20,000	-	---	-
Middle East	-	---	-	-	---	-	1	60-60	$60,000

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[1] These cities have attorneys who were hired in larger firms. Please refer to the next chart.

PRIVATE PRACTICE--LARGE FIRMS

STATE/CITY	MEDIUM FIRM (26-50 ATTORNEYS)			LARGE FIRM (51-100 ATTORNEYS)			VERY LARGE FIRM (OVER 100 ATTORNEYS)			FIRM SIZE NOT IDENTIFIED		
	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary
ALABAMA												
Birmingham	5	29-33	$30,400	3	30-30	$30,000	-	---	-	-	---	-
Mobile	5	30-30	$30,000	-	---	-	-	---	-	-	---	-
ALASKA												
Anchorage	3	32-34	$33,000	1	32-32	$32,000	-	---	-	1	24-24	$24,000
Kenai Pennisula Borough	-	---	-	2	34-35	$34,500	-	---	-	-	---	-
ARIZONA												
Phoenix	8	28-33	$30,000	35	30-36	$33,029	10	32-36	$33,600	-	---	-
ARKANSAS												
Little Rock	3	22-24	$23,000	-	---	-	-	---	-	-	---	-
CALIFORNIA												
Chula Vista	-	---	-	2	37-39	$38,000	2	37-38	$37,500	-	---	-
Hawthorne	-	---	-	1	35-35	$35,000	-	---	-	-	---	-
Long Beach	-	---	-	-	---	-	-	---	-	1	35-35	$35,000
Los Angeles	82	15-43	$33,037	72	30-42	$36,972	107	27-46	$38,607	6	30-40	$36,000
Newport Beach	5	22-33	$27,800	8	30-36	$34,625	6	34-38	$35,833	-	---	-
Oxnard	1	26-26	$26,000	-	---	-	-	---	-	-	---	-
Palo Alto	6	36-50	$38,833	6	36-38	$37,167	-	---	-	-	---	-
Redwood City	-	---	-	2	29-35	$32,000	1	33-33	$33,000	-	---	-
Riverside	3	34-34	$34,000	-	---	-	-	---	-	-	---	-
Sacramento	9	22-27	$24,667	1	36-36	$36,000	-	---	-	-	---	-
San Diego	9	25-37	$32,667	3	36-37	$36,333	7	34-40	$36,429	2	30-35	$32,500
San Francisco	24	26-38	$34,208	35	18-40	$35,857	93	22-42	$36,312	2	38-38	$38,000
San Jose	9	27-36	$31,333	3	29-33	$30,667	4	35-38	$36,750	-	---	-
Santa Ana	1	20-20	$20,000	1	30-30	$30,000	-	---	-	-	---	-
Santa Monica	-	---	-	2	30-30	$30,000	1	37-37	$37,000	-	---	-
Walter Creek	-	---	-	-	---	-	2	37-37	$37,000	-	---	-
Other California	8	24-33	$26,125	5	24-31	$28,200	6	24-40	$29,333	1	8-8	$ 8,000

PRIVATE PRACTICE--LARGE FIRMS

STATE/CITY	MEDIUM FIRM (26-50 ATTORNEYS)			LARGE FIRM (51-100 ATTORNEYS)			VERY LARGE FIRM (OVER 100 ATTORNEYS)			FIRM SIZE NOT IDENTIFIED		
	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary
COLORADO												
Denver	11	24-36	$32,091	16	26-36	$30,813	37	34-40	$35,135	3	35-35	$35,000
Englewood	1	25-25	$25,000	-	---	-	-	---	-	-	---	-
Other Colorado	1	19-19	$19,000	-	---	-	1	37-37	$37,000	-	---	-
CONNECTICUT												
Bridgeport	4	27-28	$27,750	-	---	-	-	---	-	-	---	-
Greenwich	5	30-34	$32,200	-	---	-	-	---	-	-	---	-
Hartford	10	26-55	$31,700	3	30-32	$30,667	4	30-32	$31,500	2	26-28	$27,000
New Haven	2	30-30	$30,000	5	30-30	$30,000	-	---	-	1	30-30	$30,000
New London	-	---	-	-	---	-	-	---	-	1	27-27	$27,000
Norwalk	1	30-30	$30,000	-	---	-	-	---	-	-	---	-
Stamford	-	---	-	1	33-33	$33,000	5	33-35	$33,400	-	---	-
Waterbury	3	24-29	$26,333	-	---	-	-	---	-	-	---	-
DELAWARE												
Wilmington	6	29-33	$30,667	1	30-30	$30,000	1	45-45	$45,000	-	---	-
DISTRICT OF COLUMBIA												
Washington	27	23-40	$34,815	29	27-43	$36,310	79	26-48	$39,215	1	38-38	$38,000
FLORIDA												
Boca Raton	1	27-27	$27,000	-	---	-	-	---	-	-	---	-
Clearwater	1	25-25	$25,000	-	---	-	-	---	-	-	---	-
Coral Springs	1	25-25	$25,000	-	---	-	-	---	-	-	---	-
Fort Lauderdale	9	18-30	$25,111	2	30-30	$30,000	-	---	-	-	---	-
Fort Myers	1	27-27	$27,000	-	---	-	-	---	-	-	---	-
Hollywood	2	25-35	$30,000	-	---	-	-	---	-	-	---	-
Jacksonville	6	27-29	$27,667	2	27-27	$27,000	-	---	-	-	---	-
Melbourne	20	22-36	$29,050	25	28-41	$33,960	17	30-42	$34,824	1	33-33	$33,000
Orlando	4	23-27	$25,000	1	27-27	$27,000	2	27-29	$28,000	2	25-28	$26,500
Riviera Beach	-	---	-	1	27-27	$27,000	-	---	-	-	---	-
St. Petersburg	2	28-30	$29,000	-	---	-	-	---	-	-	---	-
Sarasoto	-	---	-	-	---	-	-	---	-	2	15-18	$16,500
Tallahassee	-	---	-	1	18-18	$18,000	-	---	-	-	---	-
Tampa	4	29-30	$29,500	14	27-32	$28,714	7	27-36	$30,571	1	29-29	$29,000
West Palm Beach	5	19-27	$24,000	4	22-35	$29,000	-	---	-	-	---	-
Other Florida	2	24-27	$25,500	3	28-34	$30,000	1	32-32	$32,000	1	21-21	$21,000

PRIVATE PRACTICE--LARGE FIRMS

STATE/CITY	MEDIUM FIRM (26-50 ATTORNEYS)			LARGE FIRM (51-100 ATTORNEYS)			VERY LARGE FIRM (OVER 100 ATTORNEYS)			FIRM SIZE NOT IDENTIFIED		
	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary
GEORGIA												
Atlanta	17	27-35	$31,824	17	31-35	$32,824	31	22-38	$34,258	3	30-35	$32,667
Savannah	3	23-23	$23,000	-	---	-	-	---	-	-	---	-
Other Georgia	1	31-31	$31,000	-	---	-	-	---	-	-	---	-
HAWAII												
Honolulu	10	27-33	$29,200	12	30-38	$32,583	-	---	-	-	---	-
IDAHO												
Boise City	1	19-19	$19,000	-	---	-	-	---	-	1	19-19	$19,000
ILLINOIS												
Chicago	62	16-40	$27,774	70	26-50	$32,700	119	31-38	$34,176	7	24-35	$31,286
Decatur	-	---	-	-	---	-	-	---	-	1	20-20	$20,000
Peoria	3	20-28	$25,333	-	---	-	-	---	-	-	---	-
Rockford	1	21-21	$21,000	-	---	-	-	---	-	-	---	-
Other Illinois	1	20-20	$20,000	-	---	-	-	---	-	-	---	-
INDIANA												
Fort Wayne	1	24-24	$24,000	-	---	-	-	---	-	-	---	-
Hammond	13	23-30	$28,692	9	30-32	$31,778	13	30-34	$32,077	-	---	-
South Bend	-	---	-	-	---	-	2	32-34	$33,000	-	---	-
Other Indiana	1	12-12	$12,000	-	---	-	-	---	-	-	---	-
IOWA												
Cedar Rapids	-	---	-	-	---	-	-	---	-	2	20-28	$24,000
Des Moines	4	22-26	$24,500	2	30-30	$30,000	-	---	-	-	---	-
KANSAS												
Kansas City	3	21-32	$26,000	-	---	-	-	---	-	-	---	-
Olathe	-	---	-	1	32-32	$32,000	-	---	-	-	---	-
Overland Park	1	31-31	$31,000	-	---	-	-	---	-	-	---	-
Wichita	3	25-29	$26,333	4	31-32	$31,500	-	---	-	-	---	-
Other Kansas	-	---	-	1	31-31	$31,000	-	---	-	-	---	-

PRIVATE PRACTICE--LARGE FIRMS

STATE/CITY	MEDIUM FIRM (26-50 ATTORNEYS)			LARGE FIRM (51-100 ATTORNEYS)			VERY LARGE FIRM (OVER 100 ATTORNEYS)			FIRM SIZE NOT IDENTIFIED		
	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary
KENTUCKY												
Lexington-Fayette	3	21-27	$25,000	3	27-28	$27,667	-	---	-	-	---	-
Louisville	3	25-30	$27,667	15	18-32	$27,733	-	---	-	1	28-28	$28,000
LOUISIANA												
Baton Rouge	1	21-21	$21,000	1	24-24	$24,000	-	---	-	-	---	-
Lafayette	1	33-33	$33,000	-	---	-	-	---	-	-	---	-
Metairie	2	22-27	$24,500	-	---	-	-	---	-	-	---	-
New Orleans	14	20-34	$29,929	21	28-36	$32,429	9	30-33	$31,667	1	32-32	$32,000
MAINE												
Bangor	1	24-24	$24,000	-	---	-	-	---	-	-	---	-
Portland	3	26-30	$28,000	-	---	-	-	---	-	-	---	-
Other Maine	-	---	-	-	---	-	-	---	-	1	18-18	$18,000
MARYLAND												
Baltimore	4	28-32	$30,500	19	30-33	$31,368	22	32-35	$32,455	2	32-34	$33,000
Rockville	1	22-22	$22,000	1	32-32	$32,000	-	---	-	-	---	-
Other Maryland	-	---	-	-	---	-	-	---	-	1	25-25	$25,000
MASSACHUSETTS												
Boston	36	20-37	$32,889	33	28-38	$33,879	52	24-46	$35,635	-	---	-
MICHIGAN												
Detroit	16	18-33	$27,875	18	15-36	$31,278	16	25-40	$30,875	1	35-35	$35,000
Grand Rapids	8	24-30	$25,750	8	25-34	$29,375	-	---	-	1	29-29	$29,000
Kalamazoo	1	28-28	$28,000	-	---	-	-	---	-	-	---	-
Lansing	4	26-28	$27,000	2	27-27	$27,000	-	---	-	1	27-27	$27,000
Muskegon	1	27-27	$27,000	-	---	-	-	---	-	-	---	-
Southfield	2	28-28	$28,000	1	25-25	$25,000	-	---	-	-	---	-
Other Michigan	-	---	-	-	---	-	1	34-34	$34,000	1	15-15	$15,000

PRIVATE PRACTICE--LARGE FIRMS

STATE/CITY	MEDIUM FIRM (26-50 ATTORNEYS)			LARGE FIRM (51-100 ATTORNEYS)			VERY LARGE FIRM (OVER 100 ATTORNEYS)			FIRM SIZE NOT IDENTIFIED		
	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary
MINNESOTA												
Duluth	1	21-21	$21,000	-	---	-	-	---	-	-	---	-
Minneapolis	21	21-31	$28,190	12	23-32	$30,417	23	22-35	$30,261	1	28-28	$28,000
St. Paul	5	25-33	$29,000	7	31-32	$31,714	2	30-32	$31,000	1	32-32	$32,000
Other Minnesota	1	21-21	$21,000	-	---	-	1	17-17	$17,000	-	---	-
MISSISSIPPI												
Jackson	5	26-30	$27,000	-	---	-	-	---	-	-	---	-
MISSOURI												
Kansas City	4	24-32	$29,250	17	30-36	$32,412	3	32-32	$32,000	2	31-33	$32,000
St. Joseph	10	18-32	$28,700	14	32-34	$32,286	7	23-33	$31,000	2	32-32	$32,000
MONTANA												
Billings	5	22-22	$22,000	-	---	-	-	---	-	-	---	-
NEBRASKA												
Lincoln	1	22-22	$22,000	-	---	-	-	---	-	-	---	-
Omaha	1	26-26	$26,000	2	21-35	$28,000	1	34-34	$34,000	-	---	-
NEVADA												
Las Vegas	8	21-30	$27,500	-	---	-	-	---	-	-	---	-
NEW HAMPHIRE												
Manchester	8	8-26	$22,000	-	---	-	-	---	-	-	---	-
NEW JERSEY												
Atlantic City	1	25-25	$25,000	-	---	-	-	---	-	-	---	-
Camden	1	22-22	$22,000	-	---	-	-	---	-	-	---	-
Cherry Hill	1	23-23	$23,000	-	---	-	-	---	-	-	---	-
Jersey City	-	---	-	-	---	-	-	---	-	1	17-17	$17,000

PRIVATE PRACTICE--LARGE FIRMS

STATE/CITY	MEDIUM FIRM (26-50 ATTORNEYS)			LARGE FIRM (51-100 ATTORNEYS)			VERY LARGE FIRM (OVER 100 ATTORNEYS)			FIRM SIZE NOT IDENTIFIED		
	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary
NEW JERSEY(cont.)												
Livingston	1	28-28	$28,000	-	---	-	-	---	-	1	20-20	$20,000
Montclair	10	23-37	$32,300	17	32-37	$34,412	-	---	-	1	36-36	$36,000
Woodbridge	2	33-34	$33,500	1	32-32	$32,000	-	---	-	-	---	-
Other New Jersey	11	17-33	$25,636	15	29-36	$33,000	-	---	-	2	16-20	$18,000
NEW MEXICO												
Albuquerque	10	28-30	$29,400	8	18-31	$27,500	-	---	-	1	28-28	$28,000
Roswell	4	27-31	$29,250	1	27-27	$27,000	-	---	-	-	---	-
Other New Mexico	-	---	-	1	27-27	$27,000	-	---	-	-	---	-
NEW YORK												
Binghamton	1	22-22	$22,000	-	---	-	-	---	-	-	---	-
Buffalo	6	18-30	$24,167	14	26-30	$28,214	2	30-32	$31,000	-	---	-
Hempstead	5	16-21	$19,200	-	---	-	-	---	-	-	---	-
New York	103	17-52	$37,835	123	12-48	$40,797	477	15-50	$44,442	29	18-48	$39,586
Rochester	3	22-28	$24,000	2	28-28	$28,000	11	32-34	$33,273	-	---	-
Syracuse	2	22-24	$23,000	3	23-27	$25,000	-	---	-	-	---	-
Watertown	-	---	-	1	34-34	$34,000	-	---	-	-	---	-
Other New York	1	18-18	$18,000	3	23-25	$24,000	1	44-44	$44,000	-	---	-
NORTH CAROLINA												
Charlotte	6	30-32	$30,333	-	---	-	-	---	-	1	25-25	$25,000
Greensboro	-	---	-	1	30-30	$30,000	-	---	-	-	---	-
Raleigh	2	26-30	$28,000	-	---	-	1	34-34	$34,000	2	29-30	$29,500
Winston-Salem	-	---	-	5	12-32	$26,400	-	---	-	-	---	-
OHIO												
Akron	2	27-28	$27,500	3	28-31	$29,667	-	---	-	-	---	-
Cincinnati	5	18-32	$28,000	8	30-32	$31,000	5	31-32	$31,800	-	---	-
Cleveland	11	15-35	$25,727	13	28-38	$32,692	28	32-38	$35,000	3	32-35	$34,000
Columbus	9	22-32	$28,889	3	31-31	$31,000	12	30-37	$33,500	1	27-27	$27,000
Dayton	-	---	-	1	31-31	$31,000	4	30-32	$31,000	-	---	-
Toledo	3	29-32	$31,000	-	---	-	-	---	-	-	---	-

PRIVATE PRACTICE--LARGE FIRMS

STATE/CITY	MEDIUM FIRM (26-50 ATTORNEYS)			LARGE FIRM (51-100 ATTORNEYS)			VERY LARGE FIRM (OVER 100 ATTORNEYS)			FIRM SIZE NOT IDENTIFIED		
	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary
OKLAHOMA												
Oklahoma City	10	22-32	$30,400	9	30-35	$32,778	-	---	-	-	---	-
Tulsa	5	28-34	$32,000	4	31-32	$31,250	-	---	-	1	33-33	$33,000
OREGON												
Eugene	-	---	-	-	---	-	-	---	-	1	24-24	$24,000
Portland	5	23-32	$28,600	10	28-32	$30,300	8	29-32	$30,500	1	31-31	$31,000
PENNSYLVANIA												
Ene	1	20-20	$20,000	-	---	-	-	---	-	-	---	-
Harrisburg	-	---	-	1	26-26	$26,000	-	---	-	-	---	-
Philadelphia	14	20-35	$28,643	30	14-35	$31,833	60	21-36	$34,183	4	16-35	$26,000
Pittsburgh	5	25-29	$26,800	19	22-38	$30,474	16	32-36	$33,000	3	33-34	$33,667
Reading	2	19-19	$19,000	-	---	-	-	---	-	-	---	-
Wilkes-Barre	2	17-18	$17,500	-	---	-	-	---	-	-	---	-
Other Pennsylvania	1	23-23	$23,000	-	---	-	1	17-17	$17,000	-	---	-
RHODE ISLAND												
Providence	4	32-34	$32,500	3	32-32	$32,000	-	---	-	-	---	-
TENNESSEE												
Chattanooga	4	29-29	$29,000	-	---	-	-	---	-	-	---	-
Knoxville	1	25-25	$25,000	1	26-26	$26,000	-	---	-	-	---	-
Memphis	10	24-34	$28,400	1	30-30	$30,000	-	---	-	1	31-31	$31,000
TEXAS												
Amarillo	6	31-33	$32,333	-	---	-	-	---	-	-	---	-
Arlington	7	31-34	$33,000	6	32-35	$34,500	1	37-37	$37,000	2	26-27	$26,500
Beaumont	1	37-37	$37,000	-	---	-	-	---	-	-	---	-
Corpus Christi	4	30-32	$31,000	-	---	-	-	---	-	-	---	-
Dallas	37	27-42	$33,243	27	33-40	$35,370	57	33-40	$35,895	5	31-35	$34,000
El Paso	3	34-36	$35,000	-	---	-	-	---	-	-	---	-
Fort Worth	9	24-36	$32,556	-	---	-	-	---	-	-	---	-
Houston	34	31-38	$35,029	23	32-39	$34,870	80	32-42	$35,575	4	24-35	$31,500
Midland	3	30-34	$32,000	-	---	-	-	---	-	-	---	-
San Antonio	10	27-36	$32,200	3	35-38	$36,333	-	---	-	2	18-24	$21,000

PRIVATE PRACTICE--LARGE FIRMS

STATE/CITY	MEDIUM FIRM (26-50 ATTORNEYS)			LARGE FIRM (51-100 ATTORNEYS)			VERY LARGE FIRM (OVER 100 ATTORNEYS)			FIRM SIZE NOT IDENTIFIED		
	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary	# of Attys. Responding	Salary Range in Thousands	Average Salary
TEXAS(cont.)												
Texas City	1	36-36	$36,000	-	---	-	-	---	-	-	---	-
Waco	1	31-31	$31,000	-	---	-	-	---	-	-	---	-
Other Texas	-	---	-	-	---	-	-	---	-	1	30-30	$30,000
UTAH												
Provo	22	28-32	$30,045	7	28-32	$30,000	2	32-35	$33,500	-	---	-
Other Utah	1	28-28	$28,000	-	---	-	-	---	-	-	---	-
VERMONT												
Other Vermont	-	---	-	-	---	-	-	---	-	2	22-22	$22,000
VIRGINIA												
Norfolk	3	30-32	$31,333	-	---	-	1	33-33	$33,000	-	---	-
Richmond	-	---	-	1	32-32	$32,000	12	32-37	$34,417	-	---	-
Roanoke	1	27-27	$27,000	-	---	-	-	---	-	-	---	-
Other Virginia	6	22-33	$29,500	1	32-32	$32,000	-	---	-	1	50-50	$50,000
WASHINGTON												
Seattle	23	24-34	$29,652	17	17-34	$30,176	22	29-35	$32,182	4	32-33	$32,500
Spokane	3	19-22	$20,667	-	---	-	-	---	-	-	---	-
Vancouver	1	23-23	$23,000	-	---	-	-	---	-	-	---	-
Other Washington	-	---	-	-	---	-	1	25-25	$25,000	-	---	-
WEST VIRGINIA												
Charleston	3	27-28	$27,333	4	27-31	$30,000	-	---	-	1	25-25	$25,000
Other West Virginia	4	21-30	$26,500	1	29-29	$29,000	-	---	-	1	12-12	$12,000
WISCONSIN												
Green Bay	1	30-30	$30,000	-	---	-	-	---	-	-	---	-
Madison	5	20-24	$23,000	-	---	-	3	15-35	$28,333	-	---	-
Milwaukee	7	20-34	$29,000	6	30-34	$32,333	10	32-38	$34,300	-	---	-

BUSINESS AND INDUSTRY

STATE/CITY	CORPORATION			ACCOUNTING FIRM			INSURANCE COMPANY			BANKING OR FINANCIAL INSTITUTIONS			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ALABAMA															
Birmingham	1	24-24	$24,000	---	---	---	---	---	---	1	22-22	$22,000	---	---	---
Montgomery	---	---	---	---	---	---	1	21-21	$21,000	---	---	---	1	25-25	$25,000
Other Alabama	---	---	---	---	---	---	1	25-25	25,000	---	---	---	---	---	---
ALASKA															
Anchorage	---	---	---	---	---	---	---	---	---	---	---	---	1	40-40	40,000
ARIZONA															
Chandler	1	40-40	40,000	---	---	---	---	---	---	---	---	---	---	---	---
Mesa	---	---	---	1	25-25	$25,000	---	---	---	---	---	---	---	---	---
Phoenix	4	13-31	24,500	1	21-21	21,000	---	---	---	1	21-21	21,000	---	---	---
Tucson	1	21-21	21,000	---	---	---	1	16-16	16,000	---	---	---	---	---	---
ARKANSAS															
Little Rock	1	35-35	35,000	---	---	---	---	---	---	---	---	---	---	---	---
Pine Bluff	---	---	---	---	---	---	---	---	---	1	30-30	30,000	---	---	---
Other Arkansas	1	24-24	24,000	---	---	---	1	24-24	24,000	---	---	---	---	---	---
CALIFORNIA															
Alhambra	1	41-41	41,000	---	---	---	1	24-24	24,000	---	---	---	---	---	---
Anaheim	1	26-26	26,000	---	---	---	---	---	---	---	---	---	---	---	---
Bakersfield	1	24-24	24,000	---	---	---	---	---	---	---	---	---	1	30-30	30,000
Burlingame	1	21-21	21,000	---	---	---	---	---	---	---	---	---	---	---	---
Fresno	1	35-35	35,000	---	---	---	---	---	---	---	---	---	---	---	---
Fullerton	1	45-45	45,000	---	---	---	---	---	---	---	---	---	---	---	---
Hayward	1	30-30	30,000	---	---	---	---	---	---	---	---	---	---	---	---
Irvine	1	18-18	18,000	---	---	---	---	---	---	---	---	---	---	---	---
Los Angeles	18	19-45	28,889	6	24-27	25,333	2	21-23	22,000	---	---	---	3	25-48	34,333
Newport Beach	1	20-20	20,000	1	26-26	26,000	---	---	---	1	30-30	30,000	1	30-30	30,000
Oceanside	1	53-53	53,000	---	---	---	---	---	---	---	---	---	---	---	---
Oxnard	1	30-30	30,000	---	---	---	1	35-35	35,000	---	---	---	---	---	---
Palo Alto	3	33-55	46,000	---	---	---	---	---	---	---	---	---	1	60-60	60,000
Pasadena	---	---	---	---	---	---	---	---	---	---	---	---	1	25-25	25,000
Riverside	1	16-16	16,000	---	---	---	---	---	---	---	---	---	---	---	---
Sacramento	---	---	---	1	20-20	20,000	1	12-12	12,000	---	---	---	1	45-45	45,000
San Diego	6	18-42	27,833	8	22-60	32,000	1	40-40	40,000	1	28-28	28,000	3	30-50	42,667
San Francisco	8	32-42	36,625	5	22-28	25,200	---	---	---	---	---	---	7	15-48	32,429
San Jose	2	25-27	26,000	5	25-32	28,000	1	40-40	40,000	---	---	---	1	26-26	26,000
Santa Clara	3	26-34	29,000	---	---	---	---	---	---	---	---	---	---	---	---
Stockton	---	---	---	---	---	---	---	---	---	1	26-26	26,000	---	---	---
Sunnyvale	1	35-35	35,000	---	---	---	---	---	---	---	---	---	1	30-30	30,000
Other California	11	18-75	32,818	---	---	---	2	24-32	28,000	2	20-30	25,000	7	13-50	30,286
COLORADO															
Aurora	1	27-27	27,000	---	---	---	---	---	---	---	---	---	1	34-34	34,000
Boulder	---	---	---	---	---	---	---	---	---	---	---	---	1	50-50	50,000
Colorado Springs	---	---	---	---	---	---	---	---	---	---	---	---	1	21-21	21,000
Denver	6	16-36	23,167	---	---	---	1	23-23	23,000	3	22-60	40,667	3	22-26	24,000
Littleton	1	26-26	26,000	---	---	---	---	---	---	---	---	---	---	---	---
Other Colorado	3	22-32	27,333	---	---	---	---	---	---	---	---	---	---	---	---

BUSINESS AND INDUSTRY

STATE/CITY	CORPORATION			ACCOUNTING FIRM			INSURANCE COMPANY			BANKING OR FINANCIAL INSTITUTIONS			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
CONNECTICUT															
Bridgeport	1	35-35	$35,000	---	---	---	---	---	---	1	25-25	$25,000	---	---	---
Danbury	2	15-36	25,500	---	---	---	---	---	---	---	---	---	1	24-24	$24,000
East Hartford	1	31-31	31,000	---	---	---	---	---	---	---	---	---	---	---	---
Fairfield	3	26-38	32,667	---	---	---	---	---	---	---	---	---	---	---	---
Greenwich	1	30-30	30,000	---	---	---	1	52-52	$52,000	---	---	---	---	---	---
Hartford	5	23-40	31,200	4	23-23	$23,000	6	21-37	28,000	1	20-20	$20,000	1	31-31	31,000
Meriden	1	60-60	60,000	---	---	---	---	---	---	---	---	---	---	---	---
Milford	---	---	---	---	---	---	---	---	---	---	---	---	1	25-25	25,000
New Haven	---	---	---	1	20-20	20,000	---	---	---	---	---	---	---	---	---
Stamford	2	25-35	30,000	7	24-32	27,857	1	25-25	25,000	---	---	---	---	---	---
Trumbull	1	63-63	63,000	---	---	---	---	---	---	---	---	---	---	---	---
Other Conn.	3	31-38	33,667	1	13-13	13,000	---	---	---	---	---	---	1	35-35	35,000
DELAWARE															
Wilmington	2	27-33	30,000	---	---	---	---	---	---	---	---	---	---	---	---
DISTRICT OF COLUMBIA															
Washington	4	28-99	49,250	5	22-32	29,000	1	20-20	20,000	3	15-44	28,000	11	20-50	26,818
FLORIDA															
Clearwater	1	18-18	18,000	---	---	---	---	---	---	---	---	---	---	---	---
Coral Springs	1	18-18	18,000	---	---	---	---	---	---	---	---	---	---	---	---
Fort Lauderdale	---	---	---	2	24-24	24,000	---	---	---	---	---	---	---	---	---
Fort Pierce	1	16-16	16,000	---	---	---	---	---	---	---	---	---	---	---	---
Jacksonville	2	22-23	22,500	1	31-31	31,000	---	---	---	1	28-28	28,000	---	---	---
Melbourne	7	21-45	29,286	4	21-30	24,000	---	---	---	2	22-24	23,000	1	15-15	15,000
Pembroke Pines	---	---	---	---	---	---	---	---	---	1	21-21	21,000	---	---	---
Pompano Beach	---	---	---	---	---	---	---	---	---	1	25-25	25,000	1	19-19	19,000
St. Petersburg	---	---	---	---	---	---	---	---	---	1	20-20	20,000	---	---	---
Sarasota	---	---	---	---	---	---	1	9-9	9,000	---	---	---	---	---	---
Sunrise	1	25-25	25,000	---	---	---	---	---	---	---	---	---	---	---	---
Tallahassee	1	25-25	25,000	---	---	---	---	---	---	---	---	---	---	---	---
Tampa	2	22-27	24,500	1	25-25	25,000	---	---	---	1	16-16	16,000	2	16-17	16,500
Other Florida	1	22-22	22,000	---	---	---	---	---	---	---	---	---	1	22-22	22,000
GEORGIA															
Atlanta	4	15-36	23,750	5	18-25	22,400	---	---	---	3	17-36	23,667	1	13-13	13,000
Other Georgia	---	---	---	1	17-17	17,000	---	---	---	---	---	---	---	---	---
HAWAII															
Honolulu	3	18-34	25,333	---	---	---	---	---	---	---	---	---	---	---	---
IDAHO															
Boise City	2	30-31	30,500	---	---	---	---	---	---	---	---	---	---	---	---

BUSINESS AND INDUSTRY

STATE/CITY	CORPORATION			ACCOUNTING FIRM			INSURANCE COMPANY			BANKING OR FINANCIAL INSTITUTIONS			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ILLINOIS															
Belleville	---	---	---	---	---	---	---	---	---	1	19-19	$19,000	---	---	---
Bloomington	---	---	---	---	---	---	1	30-30	$30,000	---	---	---	---	---	---
Chicago	25	18-78	$33,760	43	22-45	$28,558	8	18-36	25,250	9	16-50	30,667	9	15-49	$25,222
Danville	1	23-23	23,000	---	---	---	---	---	---	---	---	---	---	---	---
Des Plaines	3	28-60	43,667	---	---	---	---	---	---	---	---	---	---	---	---
Elmhurst	1	40-40	40,000	---	---	---	---	---	---	---	---	---	---	---	---
Evanston	1	30-30	30,000	---	---	---	---	---	---	---	---	---	---	---	---
Niles	1	17-17	17,000	---	---	---	---	---	---	---	---	---	---	---	---
Northbrook	---	---	---	---	---	---	2	28-30	29,000	---	---	---	---	---	---
Oak Lawn	1	22-22	22,000	---	---	---	---	---	---	---	---	---	---	---	---
Rock Island	---	---	---	---	---	---	1	21-21	21,000	---	---	---	---	---	---
Schaumburg	1	31-31	31,000	---	---	---	---	---	---	---	---	---	---	---	---
Springfield	---	---	---	---	---	---	1	21-21	21,000	---	---	---	---	---	---
Waukegan	1	40-40	40,000	---	---	---	---	---	---	---	---	---	---	---	---
Other Illinois	3	23-32	27,000	1	45-45	45,000	1	25-25	25,000	1	32-32	32,000	3	19-25	21,333
INDIANA															
Elkhart	2	28-36	32,000	---	---	---	---	---	---	---	---	---	---	---	---
Evansville	---	---	---	---	---	---	---	---	---	1	21-21	21,000	---	---	---
Fort Wayne	---	---	---	---	---	---	2	22-25	23,500	---	---	---	---	---	---
Hammond	12	15-43	27,167	5	23-26	25,000	3	21-24	22,667	---	---	---	1	34-34	34,000
Michigan City	---	---	---	---	---	---	---	---	---	1	19-19	19,000	---	---	---
South Bend	1	24-24	24,000	---	---	---	---	---	---	---	---	---	---	---	---
Other Indiana	2	20-35	27,500	---	---	---	---	---	---	---	---	---	---	---	---
IOWA															
Davenport	---	---	---	---	---	---	---	---	---	---	---	---	1	25-25	25,000
Des Moines	2	23-55	39,000	---	---	---	---	---	---	1	18-18	18,000	---	---	---
Other Iowa	1	38-38	38,000	---	---	---	---	---	---	---	---	---	---	---	---
KANSAS															
Kansas City	---	---	---	---	---	---	1	18-18	18,000	---	---	---	---	---	---
Topeka	2	18-36	27,000	3	22-33	27,000	1	21-21	21,000	1	21-21	21,000	1	29-29	29,000
Wichita	---	---	---	---	---	---	---	---	---	1	23-23	23,000	---	---	---
Other Kansas	---	---	---	---	---	---	---	---	---	2	19-30	24,500	---	---	---
KENTUCKY															
Frankfort	---	---	---	---	---	---	---	---	---	---	---	---	1	18-18	18,000
Lexington-Fayette	1	25-25	25,000	---	---	---	---	---	---	---	---	---	1	21-21	21,000
Louisville	7	12-65	40,714	3	28-32	30,000	1	22-22	22,000	2	18-26	22,000	2	18-27	22,500
Other Kentucky	2	22-30	26,000	---	---	---	---	---	---	---	---	---	1	29-29	29,000
LOUISIANA															
Baton Rouge	1	25-25	25,000	---	---	---	---	---	---	---	---	---	---	---	---
Metairie	1	50-50	50,000	---	---	---	---	---	---	1	25-25	25,000	---	---	---
New Orleans	1	32-32	32,000	1	24-24	24,000	2	24-24	24,000	---	---	---	1	30-30	30,000
Other Louisiana	1	23-23	23,000	---	---	---	---	---	---	---	---	---	1	9-9	9,000

BUSINESS AND INDUSTRY

STATE/CITY	CORPORATION			ACCOUNTING FIRM			INSURANCE COMPANY			BANKING OR FINANCIAL INSTITUTIONS			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
MAINE															
Augusta	1	16-16	$16,000	---	---	---	---	---	---	---	---	---	---	---	---
Portland	---	---	---	---	---	---	1	30-30	$30,000	---	---	---	---	---	---
MARYLAND															
Annapolis	1	38-38	38,000	---	---	---	---	---	---	---	---	---	---	---	---
Baltimore	1	60-60	60,000	---	---	---	---	---	---	1	60-60	$60,000	3	16-28	$22,333
Bethesda	1	24-24	24,000	---	---	---	---	---	---	---	---	---	1	23-23	23,000
Frederick	---	---	---	---	---	---	---	---	---	---	---	---	1	21-21	21,000
Rockville	1	25-25	25,000	---	---	---	---	---	---	1	26-26	26,000	---	---	---
Silver Spring	---	---	---	---	---	---	1	23-23	23,000	---	---	---	---	---	---
Other Maryland	5	15-50	33,400	---	---	---	---	---	---	---	---	---	---	---	---
MASSACHUSETTS															
Andover	2	30-30	30,000	---	---	---	---	---	---	---	---	---	---	---	---
Boston	14	16-55	34,214	17	18-40	$26,941	6	20-27	24,167	6	13-42	27,000	6	20-60	41,833
Cambridge	2	26-30	28,000	---	---	---	---	---	---	---	---	---	1	42-42	42,000
Lexington	1	20-20	20,000	---	---	---	---	---	---	---	---	---	---	---	---
Pittsfield	2	26-35	30,500	---	---	---	---	---	---	---	---	---	---	---	---
Springfield	1	27-27	27,000	1	21-21	21,000	7	15-30	25,714	---	---	---	---	---	---
Weymouth	---	---	---	---	---	---	---	---	---	1	28-28	28,000	---	---	---
Worcester	11	18-44	27,091	---	---	---	2	25-25	25,000	---	---	---	---	---	---
MICHIGAN															
Ann Arbor	1	46-46	46,000	---	---	---	---	---	---	---	---	---	---	---	---
Battle Creek	---	---	---	---	---	---	---	---	---	---	---	---	1	8-8	8,000
Detroit	12	18-52	34,250	10	22-43	28,700	1	16-16	16,000	2	30-33	31,500	2	13-35	24,000
East Lansing	1	19-19	19,000	---	---	---	---	---	---	---	---	---	---	---	---
Midland	4	28-43	32,750	---	---	---	---	---	---	---	---	---	---	---	---
Royal Oak	1	13-13	13,000	---	---	---	---	---	---	---	---	---	---	---	---
Southfield	4	18-35	27,750	---	---	---	---	---	---	---	---	---	---	---	---
Taylor	1	26-26	26,000	---	---	---	---	---	---	---	---	---	---	---	---
Troy	1	34-34	34,000	---	---	---	---	---	---	---	---	---	---	---	---
Other Michigan	7	23-75	48,286	---	---	---	---	---	---	---	---	---	---	---	---
MINNESOTA															
Bloomington	1	24-24	24,000	1	35-35	35,000	---	---	---	---	---	---	---	---	---
Duluth	1	23-23	23,000	---	---	---	---	---	---	---	---	---	---	---	---
Minneapolis	10	18-50	30,900	5	24-28	25,400	3	19-26	21,667	1	23-23	23,000	3	22-27	24,667
St. Cloud	1	24-24	24,000	---	---	---	---	---	---	---	---	---	---	---	---
St. Paul	7	10-35	21,857	1	22-22	22,000	---	---	---	---	---	---	2	20-34	27,000
Other Minnesota	2	24-24	24,000	---	---	---	---	---	---	---	---	---	---	---	---
MISSISSIPPI															
Jackson	1	24-24	24,000	---	---	---	---	---	---	---	---	---	---	---	---

BUSINESS AND INDUSTRY

STATE/CITY	CORPORATION			ACCOUNTING FIRM			INSURANCE COMPANY			BANKING OR FINANCIAL INSTITUTIONS			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
MISSOURI															
Kansas City	1	25-25	$25,000	1	31-31	$31,000	1	20-20	$20,000	---	---	---	1	18-18	$18,000
St. Joseph	10	9-34	23,500	7	22-27	24,286	---	---	---	1	20-20	$20,000	---	---	---
Other Missouri	1	39-39	39,000	---	---	---	---	---	---	---	---	---	---	---	---
MONTANA															
Great Falls	1	20-20	20,000	---	---	---	---	---	---	---	---	---	---	---	---
NEBRASKA															
Lincoln	---	---	---	---	---	---	---	---	---	1	23-23	23,000	---	---	---
Omaha	1	21-21	21,000	5	22-25	23,200	---	---	---	---	---	---	2	8-14	11,000
NEW HAMPSHIRE															
Concord	1	9-9	9,000	---	---	---	---	---	---	---	---	---	---	---	---
Manchester	---	---	---	---	---	---	---	---	---	---	---	---	1	13-13	13,000
Other New Hampshire	1	35-35	35,000	---	---	---	1	19-19	19,000	---	---	---	---	---	---
NEW JERSEY															
Bloomfield	1	35-35	35,000	---	---	---	---	---	---	---	---	---	---	---	---
Cherry Hill	---	---	---	1	18-18	18,000	---	---	---	---	---	---	---	---	---
East Orange	---	---	---	---	---	---	1	29-29	29,000	---	---	---	---	---	---
Elizabeth	2	23-40	31,500	---	---	---	---	---	---	---	---	---	---	---	---
Fort Lee	1	27-27	27,000	---	---	---	---	---	---	---	---	---	1	23-23	23,000
Hackensack	---	---	---	---	---	---	1	15-15	15,000	---	---	---	---	---	---
Jersey City	---	---	---	---	---	---	1	35-35	35,000	---	---	---	---	---	---
Livingston	---	---	---	1	28-28	28,000	---	---	---	---	---	---	---	---	---
Montclair	1	48-48	48,000	4	25-26	25,250	2	13-37	25,000	---	---	---	---	---	---
Nutley	1	24-24	24,000	---	---	---	---	---	---	---	---	---	---	---	---
Paramus	1	19-19	19,000	---	---	---	---	---	---	---	---	---	1	28-28	28,000
Paterson	1	33-33	33,000	---	---	---	---	---	---	---	---	---	---	---	---
Pennsauken	1	23-23	23,000	---	---	---	---	---	---	---	---	---	---	---	---
Perth Amboy	1	12-12	12,000	---	---	---	1	20-20	20,000	---	---	---	---	---	---
Rahway	1	23-23	23,000	---	---	---	---	---	---	---	---	---	---	---	---
Trenton	---	---	---	---	---	---	---	---	---	---	---	---	1	60-60	60,000
Other New Jersey	12	20-47	32,250	2	23-25	24,000	1	25-25	25,000	---	---	---	4	17-38	26,000
NEW MEXICO															
Albuquerque	1	23-23	23,000	---	---	---	---	---	---	---	---	---	---	---	---
Farmington	1	24-24	24,000	---	---	---	---	---	---	---	---	---	---	---	---
NEW YORK															
Albany	2	23-25	24,000	1	25-25	25,000	---	---	---	1	22-22	22,000	2	22-27	24,500
Binghamton	---	---	---	---	---	---	---	---	---	---	---	---	1	27-27	27,000
Buffalo	1	30-30	30,000	---	---	---	---	---	---	---	---	---	---	---	---
Hempstead	---	---	---	---	---	---	---	---	---	1	20-20	20,000	---	---	---
Merrick	1	27-27	27,000	---	---	---	---	---	---	1	50-50	50,000	---	---	---

BUSINESS AND INDUSTRY

STATE/CITY	CORPORATION			ACCOUNTING FIRM			INSURANCE COMPANY			BANKING OR FINANCIAL INSTITUTIONS			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
NEW YORK (cont)															
New York	46	15-55	$32,652	42	22-38	$28,119	17	20-40	$29,118	32	18-70	$37,188	23	17-99	$36,087
Rochester	---	---	---	---	---	---	1	13-13	13,000	---	---	---	---	---	---
Syracuse	---	---	---	---	---	---	---	---	---	---	---	---	2	15-17	16,000
Watertown	3	30-38	35,000	1	42-42	42,000	2	17-18	17,500	---	---	---	---	---	---
Other New York	16	17-77	37,063	2	26-27	26,500	4	15-29	21,000	2	23-32	27,500	2	20-83	51,500
NORTH CAROLINA															
Chapel Hill	1	25-25	25,000	---	---	---	---	---	---	---	---	---	---	---	---
Charlotte	1	25-25	25,000	1	22-22	22,000	---	---	---	1	34-34	34,000	---	---	---
Greensboro	3	16-26	22,000	---	---	---	---	---	---	---	---	---	---	---	---
High Point	---	---	---	1	22-22	22,000	---	---	---	---	---	---	---	---	---
Raleigh	---	---	---	---	---	---	1	27-27	27,000	---	---	---	---	---	---
Other North Carolina	1	28-28	28,000	---	---	---	---	---	---	---	---	---	---	---	---
NORTH DAKOTA															
Fargo	---	---	---	1	24-24	24,000	---	---	---	1	16-16	16,000	---	---	---
OHIO															
Akron	2	27-30	28,500	---	---	---	---	---	---	1	19-19	19,000	1	36-36	36,000
Barberton	1	21-21	21,000	---	---	---	---	---	---	---	---	---	---	---	---
Cincinnati	8	23-34	27,500	3	20-29	24,333	3	26-45	36,333	---	---	---	3	10-45	29,000
Cleveland	9	12-40	27,889	10	20-27	24,300	2	21-24	22,500	4	20-25	22,500	12	12-36	20,750
Cleveland Hts.	---	---	---	---	---	---	---	---	---	1	16-16	16,000	---	---	---
Columbus	4	26-33	29,750	7	22-31	26,571	2	16-22	19,000	---	---	---	---	---	---
Dayton	1	28-28	28,000	1	24-24	24,000	---	---	---	1	23-23	23,000	1	25-25	25,000
Findlay	3	30-48	36,667	---	---	---	---	---	---	---	---	---	---	---	---
Hamilton	1	24-24	24,000	---	---	---	---	---	---	---	---	---	---	---	---
Strongsville	---	---	---	---	---	---	1	20-20	20,000	---	---	---	---	---	---
Toledo	4	18-31	25,750	1	25-25	25,000	---	---	---	1	20-20	20,000	---	---	---
Youngstown	---	---	---	---	---	---	---	---	---	2	16-16	16,000	---	---	---
Other Ohio	4	14-25	20,250	---	---	---	1	20-20	20,000	1	16-16	16,000	1	18-18	18,000
OKLAHOMA															
Norman	1	28-28	28,000	---	---	---	---	---	---	---	---	---	---	---	---
Oklahoma City	7	24-45	31,857	2	23-27	25,000	---	---	---	1	25-25	25,000	4	25-45	33,250
Tulsa	2	26-32	29,000	---	---	---	---	---	---	---	---	---	1	30-30	30,000
Other Oklahoma	---	---	---	---	---	---	---	---	---	1	42-42	42,000	---	---	---
OREGON															
Beaverton	2	28-38	33,000	---	---	---	---	---	---	---	---	---	---	---	---
Portland	6	16-40	27,000	2	21-24	22,500	---	---	---	3	12-45	32,333	---	---	---
Salem	---	---	---	---	---	---	1	12-12	12,000	---	---	---	1	18-18	18,000
Other Oregon	1	38-38	38,000	---	---	---	---	---	---	1	42-42	42,000	---	---	---

BUSINESS AND INDUSTRY

STATE/CITY	CORPORATION			ACCOUNTING FIRM			INSURANCE COMPANY			BANKING OR FINANCIAL INSTITUTIONS			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
PENNSYLVANIA															
Allentown	3	15-38	$28,000	---	---	---	---	---	---	---	---	---	---	---	---
Bethlehem	2	26-27	26,500	---	---	---	---	---	---	---	---	---	---	---	---
Harrisburg	---	---	---	1	21-21	$21,000	---	---	---	---	---	---	1	20-20	$20,000
Philadelphia	6	24-63	37,333	6	21-30	24,000	4	15-25	$20,500	4	16-22	$19,500	5	16-32	22,800
Pittsburgh	12	23-65	32,583	9	21-28	24,111	---	---	---	3	19-32	23,333	1	30-30	30,000
Reading	1	30-30	30,000	---	---	---	---	---	---	---	---	---	---	---	---
Other Pennsylvania	5	25-60	37,200	1	20-20	20,000	1	24-24	24,000	---	---	---	---	---	---
RHODE ISLAND															
Providence	2	26-42	34,000	2	22-26	24,000	---	---	---	3	21-32	27,667	1	15-15	15,000
SOUTH CAROLINA															
Columbia	2	15-32	23,500	1	25-25	25,000	1	17-17	17,000	2	17-21	19,000	1	15-15	15,000
Greenville	---	---	---	1	21-21	21,000	---	---	---	---	---	---	---	---	---
TENNESSEE															
Kingsport	---	---	---	---	---	---	1	10-10	10,000	---	---	---	---	---	---
Knoxville	---	---	---	---	---	---	2	17-17	17,000	---	---	---	---	---	---
Memphis	---	---	---	4	21-29	24,500	2	19-28	23,500	2	21-45	33,000	1	35-35	35,000
Other Tennessee	---	---	---	---	---	---	---	---	---	---	---	---	1	13-13	13,000
TEXAS															
Arlington	---	---	---	1	25-25	25,000	---	---	---	---	---	---	1	50-50	50,000
Corpus Christi	1	34-34	34,000	---	---	---	---	---	---	---	---	---	---	---	---
Dallas	7	20-34	28,857	6	24-30	26,500	1	42-42	42,000	3	24-27	25,333	1	21-21	21,000
El Paso	1	25-25	25,000	---	---	---	---	---	---	1	24-24	24,000	---	---	---
Fort Worth	---	---	---	---	---	---	---	---	---	---	---	---	1	15-15	15,000
Houston	39	24-70	38,205	5	25-50	34,600	1	25-25	25,000	6	27-56	34,333	2	20-46	33,000
Lubbock	---	---	---	---	---	---	---	---	---	---	---	---	2	12-29	20,500
Lufkin	1	30-30	30,000	---	---	---	---	---	---	---	---	---	---	---	---
McAllen	1	30-30	30,000	---	---	---	---	---	---	---	---	---	---	---	---
Midland	1	29-29	29,000	---	---	---	---	---	---	---	---	---	---	---	---
San Angelo	1	26-26	26,000	---	---	---	---	---	---	---	---	---	---	---	---
San Antonio	5	20-58	33,800	2	21-30	25,500	---	---	---	1	24-24	24,000	---	---	---
Other Texas	---	---	---	---	---	---	1	20-20	20,000	---	---	---	---	---	---
UTAH															
Orem	1	16-16	16,000	---	---	---	---	---	---	---	---	---	---	---	---
Provo	6	12-30	22,500	2	23-23	23,000	---	---	---	3	16-42	29,333	1	26-26	26,000
VIRGINIA															
Arlington	1	34-34	34,000	---	---	---	---	---	---	---	---	---	---	---	---
Charlottesville	---	---	---	---	---	---	---	---	---	1	20-20	20,000	1	16-16	16,000
Norfolk	1	18-18	18,000	---	---	---	---	---	---	---	---	---	---	---	---
Richmond	1	23-23	23,000	---	---	---	1	20-20	20,000	2	25-27	26,000	---	---	---
Other Virginia	4	25-99	45,500	---	---	---	---	---	---	2	22-55	38,500	1	25-25	25,000

BUSINESS AND INDUSTRY

STATE/CITY	CORPORATION			ACCOUNTING FIRM			INSURANCE COMPANY			BANKING OR FINANCIAL INSTITUTIONS			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
WASHINGTON															
Richland	1	34-34	$34,000	---	---	---	---	---	---	---	---	---	---	---	---
Seattle	1	20-20	20,000	5	22-25	$23,400	---	---	---	1	40-40	$40,000	3	24-35	$31,333
Vancouver	1	24-24	24,000	---	---	---	---	---	---	---	---	---	---	---	---
Yakima	---	---	---	---	---	---	---	---	---	1	28-28	28,000	---	---	---
Other Washington	---	---	---	---	---	---	---	---	---	---	---	---	1	24-24	24,000
WEST VIRGINIA															
Charleston	---	---	---	---	---	---	---	---	---	---	---	---	1	16-16	16,000
Morgantown	1	29-29	29,000	---	---	---	---	---	---	---	---	---	---	---	---
Other West Virginia	1	29-29	29,000	---	---	---	---	---	---	---	---	---	---	---	---
WISCONSIN															
Madison	1	24-24	24,000	---	---	---	1	21-21	$21,000	---	---	---	---	---	---
Milwaukee	2	12-32	22,000	3	22-25	23,000	2	32-32	32,000	1	22-22	22,000	---	---	---
Wausau	---	---	---	---	---	---	1	22-22	22,000	---	---	---	---	---	---
Other Wisconsin	---	---	---	---	---	---	---	---	---	1	18-18	18,000	---	---	---
WYOMING															
Other Wyoming	---	---	---	---	---	---	---	---	---	---	---	---	1	30-30	30,000
FOREIGN															
Europe	3	17-35	27,333	---	---	---	---	---	---	1	22-22	22,000	---	---	---
Mideast	---	---	---	---	---	---	---	---	---	1	46-46	46,000	---	---	---

ADMINISTRATIVE AGENCIES

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ALABAMA									
Birmingham	1	24-24	$24,000	-	-	-	-	-	-
Huntsville	1	24-24	$24,000	-	-	-	-	-	-
Mobile	1	20-20	$20,000	-	-	-	-	-	-
Tuscaloosa	-	-	-	1	21-21	$21,000	-	-	-
ARIZONA									
Phoenix	-	-	-	2	21-40	$30,500	-	-	-
ARKANSAS									
Little Rock	1	20-20	$20,000	-	-	-	-	-	-
CALIFORNIA									
Los Angeles	5	20-42	$27,000	-	-	-	-	-	-
Newport Beach	1	22-22	$22,000	-	-	-	-	-	-
Redwood City	-	-	-	-	-	-	1	24-24	$24,000
Sacramento	-	-	-	3	15-29	$23,000	1	26-26	$26,000
San Diego	3	13-24	$19,667	1	17-17	$17,000	-	-	-
San Francisco	8	15-25	$21,125	-	-	-	-	-	-
San Jose	1	25-25	$25,000	-	-	-	-	-	-
COLORADO									
Denver	4	21-27	$24,250	1	28-28	$28,000	-	-	-
Lakewood	1	44-44	$44,000	-	-	-	-	-	-
CONNECTICUT									
Hartford	2	21-25	$23,000	2	14-21	$17,500	-	-	-
Middletown	-	-	-	1	18-18	$18,000	-	-	-
New Haven	-	-	-	1	21-21	$21,000	-	-	-
New London	-	-	-	1	18-18	$18,000	-	-	-
Wethersfield	-	-	-	1	17-17	$17,000	-	-	-
Other Connecticut	1	25-25	$25,000	-	-	-	-	-	-
DELAWARE									
Dover	-	-	-	-	-	-	1	22-22	$22,000
Wilmington	-	-	-	1	18-18	$18,000	-	-	-
DISTRICT OF COLUMBIA									
Washington	179	16-68	$25,514	-	-	-	-	-	-
FLORIDA									
Coral Springs	-	-	-	1	17-17	$17,000	-	-	-
Jacksonville	1	24-24	$24,000	-	-	-	-	-	-
Melbourne	3	24-28	$25,667	-	-	-	-	-	-
Tallahassee	-	-	-	4	11-22	$17,500	-	-	-
Other Florida	-	-	-	1	19-19	$19,000	-	-	-

ADMINISTRATIVE AGENCIES

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
GEORGIA									
Atlanta	9	17-30	$23,111	1	31-31	$31,000	-	-	-
HAWAII									
Honolulu	1	63-63	$63,000	-	-	-	-	-	-
IDAHO									
Boise	-	-	-	1	18-18	$18,000	-	-	-
Idaho Falls	1	25-25	$25,000	-	-	-	-	-	-
ILLINOIS									
Calumet City	-	-	-	-	-	-	1	22-22	$22,000
Chicago	14	8-39	$26,500	7	17-45	$22,429	2	25-35	$30,000
Elgin	-	-	-	1	24-24	$24,000	-	-	-
Springfield	-	-	-	1	16-16	$16,000	-	-	-
INDIANA									
Hammond	1	20-20	$20,000	9	18-22	$20,667	2	20-26	$23,000
IOWA									
Cedar Rapids	1	22-22	$22,000	-	-	-	-	-	-
Des Moines	-	-	-	1	23-23	$23,000	-	-	-
KANSAS									
Topeka	-	-	-	1	23-23	$23,000	-	-	-
KENTUCKY									
Frankfort	-	-	-	2	16-16	$16,000	-	-	-
Lexington-Fayette	1	16-16	$16,000	2	16-16	$16,000	-	-	-
Louisville	-	-	-	-	-	-	1	20-20	$20,000
LOUISIANA									
Baton Rouge	-	-	-	1	16-16	$16,000	-	-	-
New Orleans	3	24-36	$28,667	1	12-12	$12,000	-	-	-
MAINE									
Augusta	-	-	-	1	17-17	$17,000	-	-	-
MARYLAND									
Baltimore	3	16-24	$20,667	2	17-22	$19,500	-	-	-
Rockville	1	70-70	$70,000	-	-	-	1	21-21	$21,000
Other Maryland	-	-	-	1	19-19	$19,000	1	16-16	$16,000

ADMINISTRATIVE AGENCIES

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
MASSACHUSETTS									
Boston	12	19-40	$25,833	35	12-36	$23,029	1	22-22	$22,000
Brockton	-	-	-	-	-	-	1	30-30	$30,000
Quincy	-	-	-	-	-	-	1	30-30	$30,000
Waltham	-	-	-	1	38-38	$38,000	-	-	-
Wobum	-	-	-	1	18-18	$18,000	-	-	-
Worcester	-	-	-	2	19-28	$23,500			
MICHIGAN									
Detroit	6	20-42	$30,167	-	-	-	-	-	-
MINNESOTA									
Minneapolis	3	20-29	$25,333	3	21-29	$24,667	-	-	-
St. Paul	1	14-14	$14,000	1	23-23	$23,000	-	-	-
MISSOURI									
Jefferson City	-	-	-	1	21-21	$21,000	-	-	-
Kansas City	-	-	-	1	17-17	$17,000	-	-	-
St. Joseph	3	20-24	$22,667	-	-	-	-	-	-
MONTANA									
Missoula	1	22-22	$22,000	-	-	-	-	-	-
NEBRASKA									
Lincoln	-	-	-	2	17-19	$18,000	-	-	-
NEW HAMPSHIRE									
Concord	-	-	-	2	18-21	$19,500	-	-	-
NEW JERSEY									
East Orange	-	-	-	1	16-16	$16,000	-	-	-
Jersey City	-	-	-	1	18-18	$18,000	1	12-12	$12,000
Montclair	4	20-25	$23,250	3	18-44	$27,667	-	-	-
Trenton	-	-	-	6	17-52	$30,500	-	-	-
Other New Jersey	-	-	-	1	18-18	$18,000	-	-	-
NEW MEXICO									
Albuquerque	1	20-20	$20,000	-	-	-	-	-	-
NEW YORK									
Albany	-	-	-	5	12-46	$24,600	-	-	-
Buffalo	2	20-24	$22,000	-	-	-	1	27-27	$27,000
New York	20	20-60	$30,150	6	24-57	$34,667	17	15-82	$27,765
Watertown	-	-	-	1	50-50	$50,000	2	21-28	$24,500
Yonkers	-	-	-	-	-	-	1	20-20	$20,000
Other New York	-	-	-	1	16-16	$16,000	-	-	-

ADMINISTRATIVE AGENCIES

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
NORTH CAROLINA									
Charlotte	1	24-24	$24,000	-	-	-	-	-	-
Raleigh	-	-	-	1	19-19	$19,000	-	-	-
NORTH DAKOTA									
Bismarck	-	-	-	2	22-23	$22,500	-	-	-
OHIO									
Cincinnati	2	20-24	$22,000	-	-	-	-	-	-
Cleveland	1	24-24	$24,000	2	13-15	$14,000	1	21-21	$21,000
Columbus	-	-	-	14	18-27	$20,429	-	-	-
Other Ohio	-	-	-	1	21-21	$21,000	-	-	-
OKLAHOMA									
Lawton	-	-	-	1	35-35	$35,000	-	-	-
Oklahoma City	2	24-30	$27,000	6	23-45	$29,667	-	-	-
OREGON									
Portland	-	-	-	-	-	-	1	29-29	$29,000
PENNSYLVANIA									
Harrisburg	1	19-19	$19,000	13	18-22	$19,538	-	-	-
Philadelphia	6	20-28	$23,333	-	-	-	2	21-34	$27,500
Pittsburgh	2	24-24	$24,000	2	20-28	$24,000	-	-	-
RHODE ISLAND									
Cranston	-	-	-	1	36-36	$36,000	-	-	-
Providence	-	-	-	2	30-34	$32,000	-	-	-
SOUTH CAROLINA									
Columbia	-	-	-	2	19-19	$19,000	-	-	-
TENNESSEE									
Knoxville	5	19-26	$23,400	2	14-14	$14,000	-	-	-
Memphis	1	20-20	$20,000	-	-	-	-	-	-
Oak Ridge	2	24-24	$24,000	-	-	-	-	-	-
TEXAS									
Arlington	-	-	-	7	21-27	$23,857	-	-	-
Dallas	2	24-24	$24,000	-	-	-	2	24-25	$24,500
Fort Worth	1	22-22	$22,000	-	-	-	-	-	-
Houston	5	19-30	$23,800	2	22-32	$27,000	3	14-26	$21,333
Lubbock	1	25-25	$25,000	-	-	-	-	-	-
San Antonio	-	-	-	-	-	-	1	22-22	$22,000

ADMINISTRATIVE AGENCIES

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
UTAH									
Provo	3	20-29	$25,000	2	16-22	$19,000	-	-	-
VIRGINIA									
Alexandria	1	65-65	$65,000	-	-	-	-	-	-
Arlington	6	20-43	$28,000	-	-	-	-	-	-
Hampton	-	-	-	-	-	-	1	22-22	$22,000
Norfolk	1	17-17	$17,000	-	-	-	-	-	-
Richmond	-	-	-	5	17-22	$19,800	-	-	-
Other Virginia	1	25-25	$25,000	1	22-22	$22,000	1	18-18	$18,000
WASHINGTON									
Olympia	-	-	-	5	21-25	$22,800	-	-	-
Seattle	2	21-25	$23,000	3	17-21	$19,667	-	-	-
Spokane	-	-	-	1	22-22	$22,000	-	-	-
Other	1	21-21	$21,000	-	-	-	-	-	-
WEST VIRGINIA									
Charleston	-	-	-	6	17-22	$18,500	-	-	-
Parkersburg	1	20-20	$20,000	-	-	-	-	-	-
WISCONSIN									
Madison	-	-	-	4	19-22	$21,250	-	-	-
Milwaukee	-	-	-	-	-	-	1	16-16	$16,000
Other Wisconsin	-	-	-	1	21-21	$21,000	-	-	-

JUDICIAL CLERKSHIPS

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range In Thousands	Average Salary	# of Attorneys Responding	Salary Range In Thousands	Average Salary	# of Attorneys Responding	Salary Range In Thousands	Average Salary
ALABAMA									
Birmingham	9	22-25	$23,778	1	24-24	$24,000	-	---	-
Florence	1	23-23	$23,000	1	18-18	$18,000	-	---	-
Huntsville	2	21-24	$22,500	1	17-17	$17,000	-	---	-
Mobile	1	23-23	$23,000	-	---	-	-	---	-
Montgomery	7	17-24	$22,429	12	17-26	$21,750	-	---	-
Other Alabama	-	---	-	1	15-15	$15,000	-	---	-
ALASKA									
Anchorage	-	---	-	14	22-32	$26,714	-	---	-
Fairbanks	-	---	-	2	30-32	$31,000	-	---	-
Juneau	2	24-30	$27,000	1	27-27	$27,000	-	---	-
Kenai Peninsula Borough	-	---	-	3	27-27	$27,000	-	---	-
ARIZONA									
Glendale	1	24-24	$24,000	-	---	-	-	---	-
Phoenix	11	22-25	$23,909	12	22-25	$24,000	-	---	-
Scottsdale	-	---	-	-	---	-	1	14-14	$14,000
Tucson	1	24-24	$24,000	4	24-26	$24,500	-	---	-
Other Arizona	2	24-24	$24,000	-	---	-	-	---	-
ARKANSAS									
Fort Smith	1	20-20	$20,000	-	---	-	-	---	-
Little Rock	4	24-25	$24,250	8	12-17	$16,125	-	---	-
CALIFORNIA									
Alhambra	-	---	-	1	27-27	$27,000	-	---	-
Fresno	2	24-25	$24,500	4	17-24	$21,750	-	---	-
Lake Wood	-	---	-	1	25-25	$25,000	-	---	-
Los Angeles	28	20-25	$23,964	10	23-28	$25,000	-	---	-
Pasadena	1	23-23	$23,000	-	---	-	-	---	-
Pomona	-	---	-	1	22-22	$22,000	-	---	-
Sacramento	3	23-24	$23,667	1	24-24	$24,000	-	---	-
San Bernardino	-	---	-	2	20-23	$21,500	-	---	-
San Diego	3	24-24	$24,000	4	21-24	$23,250	-	---	-
San Francisco	26	23-25	$24,269	15	16-25	$22,933	3	22-24	$22,667
San Jose	2	24-24	$24,000	2	18-20	$19,000	1	19-19	$19,000
Santa Ana	2	24-24	$24,000	1	24-24	$24,000	-	---	-
Santa Monica	-	---	-	-	---	-	1	18-18	$18,000
Other Calfornia	3	24-30	$26,333	-	---	-	-	---	-
COLORADO									
Boulder	-	---	-	2	13-13	$13,000	-	---	-
Colorado Springs	-	---	-	1	13-13	$13,000	-	---	-
Denver	10	20-25	$23,600	14	13-24	$21,286	-	---	-
Fort Collins	-	---	-	1	14-14	$14,000	-	---	-
Other Colorado	-	---	-	5	14-22	$15,600	-	---	-

JUDICIAL CLERKSHIPS

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
CONNECTICUT									
Bridgeport	3	24-25	$24,333	1	17-17	$17,000	-	---	-
Danbury	-	---	-	1	20-20	$20,000	-	---	-
Hartford	8	23-25	$23,875	9	18-22	$20,111	-	---	-
Manchester	-	---	-	1	18-18	$18,000	-	---	-
New Britain	3	24-24	$24,000	-	---	-	-	---	-
New Haven	6	23-25	$23,667	13	18-22	$19,231	-	---	-
Waterbury	-	---	-	2	18-18	$18,000	-	---	-
DELAWARE									
Dover	-	---	-	2	17-19	$18,000	-	---	-
Wilmington	6	23-24	$23,667	5	17-24	$19,200	1	17-17	$17,000
Other Delaware	2	18-27	$22,500	1	19-19	$19,000	-	---	-
DISTRICT OF COLUMBIA									
Washington	67	20-30	$24,269	29	22-26	$23,483	-	---	-
FLORIDA									
Coral Springs	-	---	-	4	19-21	$19,750	-	---	-
Fort Lauderdale	2	24-25	$24,500	-	---	-	-	---	-
Jacksonville	6	24-25	$24,333	-	---	-	-	---	-
Lakeland	-	---	-	2	21-21	$21,000	-	---	-
Melbourne	15	23-27	$24,267	3	19-21	$20,333	-	---	-
Orlando	2	22-24	$23,000	-	---	-	-	---	-
Pensacola	1	24-24	$24,000	-	---	-	-	---	-
St. Petersburg	-	---	-	1	26-26	$26,000	-	---	-
Tallahassee	2	25-42	$33,500	11	12-21	$19,000	-	---	-
Tampa	5	21-24	$23,400	2	20-21	$20,500	-	---	-
West Palm Beach	1	25-25	$25,000	6	17-21	$19,500	-	---	-
GEORGIA									
Athens	-	---	-	-	---	-	1	19-19	$19,000
Atlanta	17	21-26	$24,176	8	17-27	$22,750	1	18-18	$18,000
Augusta	3	21-21	$21,000	1	19-19	$19,000	-	---	-
Macon	2	24-24	$24,000	1	18-18	$18,000	-	---	-
Rome	-	---	-	1	17-17	$17,000	-	---	-
Savannah	2	24-25	$24,500	1	18-18	$18,000	1	18-18	$18,000
Other Georgia	2	22-24	$23,000	6	17-19	$17,833	6	13-20	$17,500
HAWAII									
Honolulu	8	19-30	$25,500	21	20-22	$20,857	-	---	-
IDAHO									
Boise City	-	---	-	4	16-18	$17,500	-	---	-
Other Idaho	-	---	-	1	17-17	$17,000	2	8-16	$12,000

JUDICIAL CLERKSHIPS

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ILLINOIS									
Alton	1	23-23	$23,000	-	---	-	-	---	-
Belleville	-	---	-	1	24-24	$24,000	-	---	-
Bloomington	-	---	-	2	29-30	$29,500	-	---	-
Chicago	33	20-30	$24,818	14	17-26	$24,500	-	---	-
Danville	3	20-24	$22,667	-	---	-	-	---	-
Decatur	-	---	-	1	24-24	$24,000	-	---	-
East St. Louis	1	24-24	$24,000	-	---	-	-	---	-
Peoria	1	24-24	$24,000	-	---	-	-	---	-
Rockford	2	24-26	$25,000	-	---	-	-	---	-
Springfield	-	---	-	1	18-18	$18,000	-	---	-
Waukegan	-	---	-	3	25-30	$26,667	-	---	-
Other Illinois	1	24-24	$24,000	4	23-29	$26,250	-	---	-
INDIANA									
Fort Wayne	-	---	-	2	14-14	$14,000	2	14-15	$14,500
Gary	1	30-30	$30,000	-	---	-	-	---	-
Hammond	4	20-29	$24,250	15	18-22	$20,467	-	---	-
South Bend	1	25-25	$25,000	-	---	-	-	---	-
IOWA									
Cedar Rapids	3	16-24	$21,333	-	---	-	-	---	-
Davenport	1	16-16	$16,000	1	16-16	$16,000	-	---	-
Des Moines	4	24-26	$24,750	6	15-18	$17,500	-	---	-
Iowa City	-	---	-	1	18-18	$18,000	-	---	-
Mason City	-	---	-	1	15-15	$15,000	-	---	-
Sioux City	1	24-24	$24,000	-	---	-	-	---	-
Other Iowa	-	---	-	2	15-17	$16,000	-	---	-
KANSAS									
Kansas City	3	23-24	$23,333	-	---	-	-	---	-
Topeka	1	25-25	$25,000	7	18-21	$19,857	-	---	-
Wichita	2	24-25	$24,500	-	---	-	-	---	-
KENTUCKY									
Lexington-Fayette	2	25-25	$25,000	1	15-15	$15,000	-	---	-
Louisville	5	20-25	$22,400	-	---	-	-	---	-
Paducah	-	---	-	1	14-14	$14,000	-	---	-
Other Kentucky	3	24-24	$24,000	4	16-25	$20,500	-	---	-
LOUISIANA									
Alexandria	1	24-24	$24,000	-	---	-	-	---	-
Baton Rouge	1	24-24	$24,000	1	18-18	$18,000	-	---	-
Lafayette	-	---	-	1	24-24	$24,000	-	---	-
Lake Charles	1	24-24	$24,000	1	25-25	$25,000	-	---	-
New Orleans	14	16-26	$23,714	7	23-27	$25,429	2	20-24	$22,000
Other Louisiana	-	---	-	-	---	-	3	18-22	$20,000

JUDICIAL CLERKSHIPS

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
MAINE									
Bangor	-	---	-	6	17-18	$17,500	-	---	-
Lewiston	-	---	-	2	18-18	$18,000	-	---	-
Portland	3	22-24	$23,333	5	18-18	$18,000	-	---	-
Other Maine	-	---	-	2	17-19	$18,000	-	---	-
MARYLAND									
Annapolis	-	---	-	4	14-20	$16,500	-	---	-
Baltimore	15	23-26	$24,200	10	15-23	$18,300	-	---	-
Hagerstown	-	---	-	1	17-17	$17,000	-	---	-
Rockville	1	24-24	$24,000	5	20-21	$20,600	-	---	-
Towson	-	---	-	3	13-22	$16,333	-	---	-
Other Maryland	-	---	-	11	14-22	$17,636	-	---	-
MASSACHUSETTS									
Boston	8	22-29	$24,125	40	8-30	$21,100	-	---	-
Brookline	-	---	-	1	19-19	$19,000	-	---	-
Springfield	1	22-22	$22,000	3	19-21	$20,000	-	---	-
MICHIGAN*									
Ann Arbor	2	19-25	$22,000	-	---	-	-	---	-
Bay City	1	24-24	$24,000	-	---	-	-	---	-
Detroit	14	20-25	$24,000	10	19-27	$24,300	-	---	-
East Lansing	-	---	-	1	15-15	$15,000	-	---	-
Flint	1	25-25	$25,000	-	---	-	-	---	-
Grand Rapids	6	23-25	$24,167	3	24-25	$24,333	-	---	-
Kalamazoo	-	---	-	2	15-16	$15,500	-	---	-
Lansing	-	---	-	8	24-26	$24,750	-	---	-
Midland	-	---	-	1	17-17	$17,000	-	---	-
Pontiac	-	---	-	4	12-21	$17,000	-	---	-
South Field	-	---	-	1	24-24	$24,000	-	---	-
Other Michigan	-	---	-	3	13-17	$15,667	-	---	-
MINNESOTA									
Duluth	1	23-23	$23,000	-	---	-	-	---	-
Minneapolis	3	24-26	$25,000	1	15-15	$15,000	5	15-22	$17,800
Moorhead	-	---	-	1	16-16	$16,000	-	---	-
Rochester	-	---	-	1	18-18	$18,000	1	18-18	$18,000
St. Paul	8	24-25	$24,125	17	20-34	$23,118	4	9-19	$15,750
Winona	-	---	-	1	17-17	$17,000	-	---	-
Other Minnesota	-	---	-	2	16-16	$16,000	3	15-19	$17,000
MISSISSIPPI									
Biloxi	1	24-24	$24,000	-	---	-	-	---	-
Greenville	1	24-24	$24,000	-	---	-	-	---	-
Jackson	4	21-24	$23,000	5	14-15	$14,800	-	---	-
*MICHIGAN Muskegon	-	---	-	-	---	-	1	14-14	$14,000

JUDICIAL CLERKSHIPS

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
MISSOURI									
Jefferson City	-	---	-	3	18-22	$19,667	-	---	-
Independence	1	16-16	$16,000	-	---	-	-	---	-
Kansas City	9	23-25	$24,000	3	17-19	$17,667	-	---	-
St. Joseph	10	22-26	$23,600	8	18-24	$21,000	-	---	-
Spring Field	1	24-24	$24,000	5	18-18	$18,000	-	---	-
Other Missouri	1	22-22	$22,000	-	---	-	-	---	-
MONTANA									
Billings	3	20-22	$21,333	-	---	-	1	17-17	$17,000
Missonla	1	22-22	$22,000	-	---	-	-	---	-
Other Montana	-	---	-	14	18-19	$18,071	1	18-18	$18,000
NEBRAKA									
Lincoln	-	---	-	6	20-22	$20,333	-	---	-
Omaha	4	24-24	$24,000	-	---	-	-	---	-
NEVADA									
Carson City	-	---	-	4	22-22	$22,000	-	---	-
Las Vegas	2	24-24	$24,000	4	20-21	$20,250	-	---	-
Reno	4	24-25	$24,250	1	21-21	$21,000	1	19-19	$19,000
NEW HAMPSHIRE									
Concord	3	23-26	$25,000	7	18-20	$19,286	-	---	-
Manchester	-	---	-	4	17-19	$18,000	-	---	-
NEW JERSEY									
Atlantic City	-	---	-	6	16-21	$18,000	-	---	-
Camden	5	23-25	$24,000	7	16-23	$17,143	3	15-17	$16,000
Cherry Hill	-	---	-	1	23-23	$23,000	-	---	-
Fort Lee	-	---	-	1	21-21	$21,000	1	19-19	$19,000
Edison	-	---	-	-	---	-	1	19-19	$19,000
Elita	-	---	-	-	---	-	-	---	-
Elizabeth	-	---	-	7	15-23	$16,857	1	16-16	$16,000
Hackensack	-	---	-	22	14-24	$18,091	1	16-16	$16,000
Jersey City	-	---	-	13	16-22	$16,846	-	---	-
Montclair	12	21-25	$23,750	36	8-24	$17,389	1	19-19	$19,000
Paterson	-	---	-	13	16-21	$16,462	-	---	-
Perth Amboy	-	---	-	2	23-24	$23,500	-	---	-
Trenton	3	24-24	$24,000	19	16-24	$21,000	-	---	-
Union	-	---	-	1	16-16	$16,000	-	---	-
Other New Jersey	-	---	-	58	10-24	$17,603	1	17-17	$17,000
NEW MEXICO									
Albuquerque	6	24-24	$24,000	1	19-19	$19,000	-	---	-
Carlsbad	-	---	-	1	20-20	$20,000	-	---	-
Roswell	1	23-23	$23,000	8	18-21	$19,750	-	---	-

JUDICIAL CLERKSHIPS

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
NEW YORK									
Albany	2	20-26	$23,000	6	28-34	$31,333	-	---	-
Binghamton	-	---	-	1	30-30	$30,000	-	---	-
Buffalo	2	24-24	$24,000	1	20-20	$20,000	-	---	-
Hempstead	2	24-24	$24,000	-	---	-	-	---	-
New York	60	20-25	$23,850	16	21-32	$26,625	1	29-29	$29,000
Rochester	1	27-27	$27,000	5	24-29	$27,200	-	---	-
Utica	1	24-24	$24,000	-	---	-	-	---	-
Watertown	2	23-25	$24,000	1	30-30	$30,000	1	10-10	$10,000
Other New York	4	24-30	$25,750	2	20-24	$22,000	-	---	-
NORTH CAROLINA									
Chapel Hill	1	25-25	$25,000	-	---	-	-	---	-
Charlotte	1	24-24	$24,000	-	---	-	-	---	-
Greensboro	3	21-25	$23,333	-	---	-	-	---	-
Raleigh	3	24-24	$24,000	11	16-19	$17,455	-	---	-
Winston-Salem	1	22-22	$22,000	-	---	-	-	---	-
Other North Carolina	4	24-25	$24,250	-	---	-	-	---	-
NORTH DAKOTA									
Bismarck	1	25-25	$25,000	5	24-25	$24,200	-	---	-
Fargo	4	18-24	$22,500	-	---	-	1	25-25	$25,000
OHIO									
Akron	3	23-24	$23,667	-	---	-	-	---	-
Canton	1	23-23	$23,000	-	---	-	-	---	-
Cincinnati	7	20-25	$23,286	3	14-18	$16,667	-	---	-
Cleveland	9	23-25	$24,333	8	18-24	$20,500	2	18-19	$18,500
Columbus	2	20-24	$22,000	8	19-30	$23,625	2	17-19	$18,000
Dayton	2	25-25	$25,000	2	18-18	$18,000	-	---	-
Hamilton	-	---	-	1	20-20	$20,000	-	---	-
Lima	-	---	-	2	14-14	$14,000	-	---	-
Marion	-	---	-	-	---	-	1	15-15	$15,000
Middletown	-	---	-	-	---	-	1	15-15	$15,000
Portsmouth	-	---	-	1	20-20	$20,000	-	---	-
Toledo	2	25-25	$25,000	1	17-17	$17,000	2	17-17	$17,000
Warren	-	---	-	1	14-14	$14,000	-	---	-
Other Ohio	1	21-21	$21,000	1	12-12	$12,000			
OKLAHOMA									
Oklahoma City	3	24-35	$28,000	3	30-35	$33,333	-	---	-
Tulsa	1	24-24	$24,000	-	---	-	-	---	-
OREGON									
Eugene	-	---	-	3	15-16	$15,667	2	16-16	$16,000
Portland	5	24-25	$24,200	4	12-23	$16,500	-	---	-
Salem	-	---	-	16	22-24	$22,875	-	---	-
Other Oregon	-	---	-	3	12-16	$14,333	-	---	-

JUDICIAL CLERKSHIPS

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
PENNSYLVANIA									
Allentown	-	---	-	2	21-21	$21,000	1	15-15	$15,000
Bethlehem	-	---	-	1	19-19	$19,000	-	---	-
Easton	-	---	-	-	---	-	2	14-16	$15,000
Ene	-	---	-	-	---	-	1	17-17	$17,000
Harrisburg	2	21-21	$21,000	3	16-21	$19,333	-	---	-
Lancaster	-	---	-	2	16-17	$16,500	3	14-16	$14,667
Lebanon	-	---	-	-	---	-	1	14-14	$14,000
Norristown	-	---	-	3	16-21	$17,667	1	16-16	$16,000
Philadelphia	22	22-25	$23,727	21	14-25	$20,476	6	18-23	$20,500
Pittsburgh	2	20-24	$22,000	3	21-21	$21,000	4	17-19	$18,250
Scranton	1	24-24	$24,000	1	15-15	$15,000	-	---	-
State College	-	---	-	1	16-16	$16,000	-	---	-
York	-	---	-	1	14-14	$14,000	3	13-13	$13,000
Wilkes-Barre	3	20-24	$22,667	-	---	-	-	---	-
Williamsport	1	22-22	$22,000	-	---	-	-	---	-
Other Pennsylvania	-	---	-	10	8-23	$15,700	11	11-17	$14,364
RHODE ISLAND									
Providence	5	22-26	$24,000	12	17-20	$18,000	-	---	-
Other Rhode Island	1	24-24	$24,000	-	---	-	-	---	-
SOUTH CAROLINA									
Charleston	-	---	-	1	18-18	$18,000	-	---	-
Columbia	5	21-25	$23,800	2	18-19	$18,500	-	---	-
Florence	1	25-25	$25,000	1	19-19	$19,000	-	---	-
Greenville	1	24-24	$24,000	1	18-18	$18,000	-	---	-
Spartanburg	-	---	-	2	18-18	$18,000	-	---	-
Other South Carolina	-	---	-	9	18-19	$18,333	-	---	-
SOUTH DAKOTA									
Other South Dakota	1	23-23	$23,000	2	18-18	$18,000	-	---	-
TENNESSEE									
Chattanooga	2	21-25	$23,000	2	18-18	$18,000	-	---	-
Kingsport	-	---	-	1	18-18	$18,000	-	---	-
Knoxville	2	24-24	$24,000	1	18-18	$18,000	-	---	-
Memphis	7	22-25	$24,000	5	18-18	$18,000	-	---	-
Other Tennessee	-	---	-	1	18-18	$18,000	-	---	-
TEXAS									
Amarillo	1	24-24	$24,000	3	21-24	$22,667	-	---	-
Arlington	6	24-25	$24,167	17	22-25	$23,235	-	---	-
Beaumont	1	24-24	$24,000	1	23-23	$23,000	-	---	-
Brownsville	1	26-26	$26,000	-	---	-	-	---	-
Corpus Christi	1	25-25	$25,000	2	23-24	$23,500	-	---	-
Dallas	6	23-25	$24,000	6	22-24	$23,000	-	---	-

JUDICIAL CLERKSHIPS

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
TEXAS (cont.)									
El Paso	2	21-26	$23,500	4	22-23	$22,750	-	-	-
Fort Worth	2	24-25	$24,500	3	22-24	$23,333	-	-	-
Galveston	1	26-26	$26,000	-	-	-	-	-	-
Houston	14	24-30	$24,929	15	21-40	$24,467	-	-	-
Lubbock	1	25-25	$25,000	-	-	-	-	-	-
San Antonio	1	26-26	$26,000	5	24-24	$24,000	-	-	-
Tyler	1	24-24	$24,000	2	23-24	$23,500	-	-	-
Other Texas	-	-	-	3	21-23	$22,000	-	-	-
UTAH									
Provo	4	24-24	$24,000	3	18-24	$21,333	-	-	-
Other Utah	-	-	-	-	-	-	-	-	-
VERMONT									
Burlington	3	24-25	$24,333	1	18-18	$18,000	-	-	-
Montpelier	-	-	-	3	17-18	$17,333	-	-	-
Other Vermont	3	24-25	$24,333	4	17-19	$18,000	-	-	-
VIRGINIA									
Alexandria	4	22-25	$23,750	-	-	-	-	-	-
Danville	1	24-24	$24,000	-	-	-	-	-	-
Norfolk	10	22-26	$24,000	-	-	-	-	-	-
Richmond	2	24-24	$24,000	6	23-23	$23,000	-	-	-
Roanoke	1	22-22	$22,000	-	-	-	-	-	-
Other Virginia	2	22-25	$23,500	3	18-22	$19,667	-	-	-
WASHINGTON									
Everett	-	-	-	-	-	-	1	15-15	$15,000
Olympia	-	-	-	5	20-22	$20,600	-	-	-
Seattle	10	23-25	$23,900	6	18-25	$21,167	3	18-20	$18,667
Spokane	1	24-24	$24,000	2	18-22	$20,000	1	12-12	$12,000
Tacoma	-	-	-	2	23-23	$23,000	-	-	-
Other Washington	-	-	-	-	-	-	-	-	-
WEST VIRGINIA									
Charleston	3	20-24	$22,667	5	24-27	$26,000	-	-	-
Other West Virginia	2	20-25	$22,500	1	19-19	$19,000	-	-	-
WISCONSIN									
Appleton	-	-	-	1	17-17	$17,000	-	-	-
La Crosse	-	-	-	-	-	-	1	18-18	$18,000
Madison	7	22-26	$24,143	8	12-24	$19,875	1	12-12	$12,000
Milwaukee	6	22-24	$23,333	1	22-22	$22,000	-	-	-
Waukesha	-	-	-	2	21-22	$21,500	-	-	-
Wausau	-	-	-	2	22-23	$22,500	-	-	-
Other Wisconsin	-	-	-	-	-	-	-	-	-

JUDICIAL CLERKSHIPS

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
FOREIGN									
Puerto Rico	2	24-24	$24,000	-	-	-	-	-	-
Virgin Islands	2	22-23	$22,500	-	-	-	-	-	-

MILITARY

STATE/CITY	FEDERAL-MILITARY		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ALABAMA			
Montgomery	2	20-31	$25,500
Other Alabama	2	20-28	$24,000
ALASKA			
Anchorage	1	42-42	$42,000
ARIZONA			
Phoenix	1	20-20	$20,000
Sierra Vista	1	26-26	$26,000
CALIFORNIA			
Long Beach	1	34-34	$34,000
Los Angeles	2	24-31	$27,500
Oceanside	2	30-38	$34,000
San Diego	2	24-27	$25,500
San Francisco	2	17-25	$21,000
Sunnyvale	1	30-30	$30,000
Walnut Creek	1	8-8	$8,000
Other California	6	18-30	$23,500
COLORADO			
Aurora	1	17-17	$17,000
Colorado Springs	2	20-26	$23,000
Grand Junction	1	26-26	$26,000
CONNECTICUT			
Groton	1	24-24	$24,000
New London	1	25-25	$25,000
DELAWARE			
Dover	1	35-35	$35,000
DISTRICT OF COLUMBIA			
Washington	39	18-45	$25,897
FLORIDA			
Melbourne	2	27-31	$29,000
Pensacola	3	25-29	$26,333
Other Florida	2	22-28	$25,000
GEORGIA			
Warner Robins	1	21-21	$21,000
Other Georgia	1	25-25	$25,000
HAWAII			
Honolulu	1	25-25	$25,000
IDAHO			
Other Idaho	1	22-22	$22,000
ILLINOIS			
Other Illinois	1	32-32	$32,000
INDIANA			
Hammond	1	21-21	$21,000
IOWA			
Other Iowa	1	26-26	$26,000
KENTUCKY			
Fort Knox	2	22-24	$23,000
LOUISIANA			
Alexandria	1	24-24	$24,000
Other Louisiana	1	24-24	$24,000
MARYLAND			
Other Maryland	3	28-32	$30,333
MASSACHUSETTS			
Boston	1	26-26	$26,000
MICHIGAN			
Warren	1	20-20	$20,000
MISSISSIPPI			
Other Mississippi	2	23-29	$26,000
MISSOURI			
St. Joseph	2	18-21	$19,500
Other Missouri	3	20-30	$23,333
NEVADA			
Las Vegas	1	31-31	$31,000
Other Nevada	1	30-30	$30,000
NEW HAMPSHIRE			
Nashua	1	19-19	$19,000
NEW JERSEY			
Other New Jersey	2	26-30	$28,000
NEW YORK			
New York	4	20-27	$23,500
Other New York	2	16-21	$18,500
NORTH CAROLINA			
Camp Le Jeune Central	1	20-20	$20,000
Fort Bragg	1	30-30	$30,000
Other North Carolina	2	24-35	$29,500
OHIO			
Cleveland	1	24-24	$24,000
Other Ohio	2	24-27	$25,500
OKLAHOMA			
Other Oklahoma	1	17-17	$17,000
PENNSYLVANIA			
Philadelphia	1	25-25	$25,000
RHODE ISLAND			
Newport	5	19-40	$25,000
SOUTH CAROLINA			
Charleston	2	24-27	$25,500
SOUTH DAKOTA			
Rapid City	1	23-23	$23,000
TENNESSEE			
Other Tennessee	1	29-29	$29,000
TEXAS			
Fort Hood	1	19-19	$19,000
San Antonio	1	22-22	$22,000
Other Texas	4	21-33	$25,000
UTAH			
Other Utah	1	20-20	$20,000
VIRGINIA			
Alexandria	8	16-32	$23,000
Arlington	5	25-45	$29,600
Charlottesville	2	24-32	$28,000
Norfolk	5	19-25	$22,000
Other Virginia	7	17-55	$27,000

MILITARY

STATE/CITY	FEDERAL-MILITARY			STATE/CITY				STATE/CITY			
	# of Attorneys Responding	Salary Range in Thousands	Average Salary		# of Attorneys Responding	Salary Range in Thousands	Average Salary		# of Attorneys Responding	Salary Range in Thousands	Average Salary
WASHINGTON											
Fort Lewis	1	31-31	$31,000								
Seattle	2	17-22	$19,500								
Other Washington	1	49-49	$49,000								
WEST VIRGINIA											
Other West Virginia	1	22-22	$22,000								
FOREIGN											
Europe	3	20-40	$28,000								
Orient	2	21-24	$22,500								

PROSECUTION

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ARIZONA									
Flagstaff	-	---	---	-	---	---	1	18-18	$18,000
Phoenix	-	---	---	-	---	---	3	20-21	$20,667
Sierra Vista	-	---	---	1	23-23	$23,000	-	---	---
Tucson	1	24-24	$24,000	-	---	---	2	17-25	$21,000
Other Arizona	-	---	---	-	---	---	1	22-22	$22,000
ARKANSAS									
Pine Bluff	-	---	---	1	17-17	$17,000	-	---	---
Little Rock	-	---	---	-	---	---	1	18-18	$18,000
CALIFORNIA									
Bakersfield	-	---	---	-	---	---	1	24-24	$24,000
Daly City	-	---	---	-	---	---	1	19-19	$19,000
Fairfield	-	---	---	-	---	---	1	23-23	$23,000
Huntington Beach	-	---	---	-	---	---	1	27-27	$27,000
Los Angeles	-	---	---	1	30-30	$30,000	5	27-28	$27,200
Newport Beach	-	---	---	1	25-25	$25,000	2	24-25	$24,500
Sacramento	-	---	---	-	---	---	1	21-21	$21,000
San Diego	-	---	---	1	17-17	$17,000	4	20-29	$22,500
San Francisco	-	---	---	-	---	---	-	---	---
San Jose	-	---	---	-	---	---	2	20-25	$22,500
Torrance	-	---	---	-	---	---	1	27-27	$27,000
Other California	-	---	---	1	24-24	$24,000	-	---	---
COLORADO *									
Aurora	-	---	---	-	---	---	1	24-24	$24,000
Boulder	-	---	---	2	23-27	$25,000	-	---	---
Colorado Springs	-	---	---	2	18-20	$19,000	1	25-25	$25,000
Denver	-	---	---	1	25-25	$25,000	2	25-25	$25,000
Greeley	-	---	---	1	18-18	$18,000	1	20-20	$20,000
Other Colorado	-	---	---	1	24-24	$24,000	1	18-18	$18,000
CONNECTICUT									
Hartford	-	---	---	2	13-20	$16,500	-	---	---
New Haven	-	---	---	-	---	---	-	---	---
New London	-	---	---	-	---	---	-	---	---
Wallingford	-	---	---	1	25-25	$25,000	-	---	---
Wethersfield	-	---	---	-	---	---	-	---	---
DELAWARE									
Wilmington	-	---	---	1	18-18	$18,000	-	---	---
DISTRICT OF COLUMBIA									
Washington	7	24-29	$25,286	1	15-15	$15,000	-	---	---
* Littleton	-	---	---	1	16-16	$16,000	-	---	---

PROSECUTION

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
FLORIDA									
Clearwater	-	---	---	1	19-19	$19,000	-	---	---
Coral Springs	-	---	---	1	16-16	$16,000	-	---	---
Fort Lauderdale	-	---	---	2	20-21	$20,500	-	---	---
Fort Myers	-	---	---	2	16-18	$17,000	-	---	---
Fort Pierce	-	---	---	2	15-18	$16,500	-	---	---
Jacksonville	-	---	---	5	17-20	$18,800	-	---	---
Melbourne	1	25-25	$25,000	17	17-23	$20,353	5	17-30	$25,800
Orlando	-	---	---	4	16-20	$17,500	1	18-18	$18,000
Pensacola	-	---	---	2	18-18	$18,000	-	---	---
St. Petersburg	-	---	---	2	19-19	$19,000	-	---	---
Sarasota	-	---	---	2	16-16	$16,000	-	---	---
Tampa	-	---	---	4	17-18	$17,500	1	21-21	$21,000
Other Florida	-	---	---	8	15-20	$17,875	-	---	---
GEORGIA									
Atlanta	-	---	---	2	19-21	$20,000	-	---	---
Manetta	-	---	---	1	17-17	$17,000	-	---	---
Savannah	-	---	---	1	18-18	$18,000	-	---	---
Other Georgia	-	---	---	6	15-18	$16,667	2	15-15	$15,000
HAWAII									
Honolulu	-	---	---	3	24-26	$25,000	12	22-25	$23,917
ILLINOIS									
Chicago	-	---	---	14	18-21	$19,143	18	19-22	$19,889
Decatur	-	---	---	1	15-15	$15,000	-	---	---
East St. Louis	-	---	---	1	19-19	$19,000	-	---	---
Elgin	-	---	---	1	17-17	$17,000	-	---	---
Joliet	-	---	---	-	---	---	1	19-19	$19,000
Peoria	-	---	---	-	---	---	1	17-17	$17,000
Rock Island	-	---	---	-	---	---	1	16-16	$16,000
Springfield	1	25-25	$25,000	3	18-20	$19,000	1	19-19	$19,000
Waukegan	-	---	---	-	---	---	2	19-19	$19,000
Wheaton	-	---	---	3	18-24	$20,000	3	10-23	$17,000
Other Illinois	-	---	---	1	17-17	$17,000	1	16-16	$16,000
INDIANA									
Bloomington	-	---	---	-	---	---	2	18-18	$18,000
Evansville	-	---	---	-	---	---	1	16-16	$16,000
Hammond	-	---	---	-	---	---	6	16-25	$20,000
Michigan City	-	---	---	1	25-25	$25,000	-	---	---
Other Indiana	-	---	---	-	---	---	7	18-20	$18,857

PROSECUTION

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
IOWA									
Cedar Rapids	-	---	---	-	---	---	2	17-18	$17,500
Des Moines	-	---	---	1	17-17	$17,000	1	19-19	$19,000
Iowa City	-	---	---	-	---	---	1	17-17	$17,000
Marshalltown	-	---	---	-	---	---	1	17-17	$17,000
Ottumwa	-	---	---	-	---	---	2	16-22	$19,000
Waterloo	-	---	---	-	---	---	1	18-18	$18,000
KANSAS									
Topeka	-	---	---	-	---	---	1	16-16	$16,000
Wichita	-	---	---	-	---	---	1	18-18	$18,000
Other Kansas	-	---	---	-	---	---	1	26-26	$26,000
KENTUCKY									
Louisville	-	---	---	1	16-16	$16,000	-	---	---
Paducah	-	---	---	1	18-18	$18,000	-	---	---
LOUISIANA									
New Orleans	-	---	---	2	18-20	$19,000	6	18-22	$19,167
MAINE									
Portland	-	---	---	1	17-17	$17,000	-	---	---
Other Maine	-	---	---	1	17-17	$17,000	-	---	---
MARYLAND									
Baltimore	-	---	---	1	17-17	$17,000	1	22-22	$22,000
Other Maryland	-	---	---	-	---	---	1	20-20	$20,000
MASSACHUSETTS									
Boston	-	---	---	4	18-28	$20,500	-	---	---
Brockton	-	---	---	1	18-18	$18,000	-	---	---
New Bedford	-	---	---	1	17-17	$17,000	-	---	---
Salem	-	---	---	4	18-22	$20,000	-	---	---
Worcester	-	---	---	-	---	---	3	22-24	$22,667
MICHIGAN									
Ann Arbor	-	---	---	1	22-22	$22,000	-	---	---
Detroit	-	---	---	-	---	---	1	19-19	$19,000
Pontiac	-	---	---	1	15-15	$15,000	3	22-25	$23,667
Other Michigan	-	---	---	-	---	---	2	18-23	$20,500
MINNESOTA									
Minneapolis	1	25-25	$25,000	-	---	---	2	19-24	$21,500
St. Paul	-	---	---	4	21-25	$22,750	2	25-26	$25,500
Winona	-	---	---	1	21-21	$21,000	-	---	---
Other Minnesota	-	---	---	-	---	---	2	16-22	$19,000
MISSOURI									
Jefferson City	-	---	---	1	18-18	$18,000	-	---	---
Kansas City	-	---	---	1	20-20	$20,000	-	---	---
St. Joseph	-	---	---	2	21-24	$22,500	2	18-20	$19,000
Other Missouri	-	---	---	-	---	---	1	21-21	$21,000

PROSECUTION

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
MONTANA									
Great Falls	-	---	---	-	---	---	1	18-18	$18,000
Other Montana	-	---	---	1	18-18	$18,000	2	18-18	$18,000
NEBRASKA									
Lincoln	-	---	---	-	---	---	1	20-20	$20,000
NEVADA									
Las Vegas	-	---	---	-	---	---	1	20-20	$20,000
NEW HAMPSHIRE									
Concord	-	---	---	1	20-20	$20,000	-	---	---
NEW JERSEY									
Bayonne	-	---	---	-	---	---	1	20-20	$20,000
Camden	-	---	---	1	21-21	$21,000	-	---	---
East Orange	-	---	---	1	23-23	$23,000	-	---	---
Jersey City	-	---	---	-	---	---	1	21-21	$21,000
Montclair	-	---	---	1	22-22	$22,000	2	22-28	$25,000
Trenton	-	---	---	4	22-23	$22,500	-	---	---
Other New Jersey	-	---	---	1	21-21	$21,000	5	13-21	$16,400
NEW MEXICO									
Albuquerque	-	---	---	1	20-20	$20,000	-	---	---
Farmington	-	---	---	1	18-18	$18,000	-	---	---
Other New Mexico	-	---	---	1	19-19	$19,000	-	---	---
NEW YORK									
Buffalo	-	---	---	-	---	---	1	24-24	$24,000
Elmira	-	---	---	1	15-15	$15,000	-	---	---
Freeport	-	---	---	1	27-27	$27,000	-	---	---
Merrick	-	---	---	-	---	---	1	24-24	$24,000
New York	-	---	---	17	17-26	$21,706	60	18-26	$21,667
Poughkeepsie	-	---	---	-	---	---	1	23-23	$23,000
Rochester	-	---	---	-	---	---	4	22-24	$23,000
Utica	-	---	---	-	---	---	1	16-16	$16,000
Watertown	-	---	---	-	---	---	6	23-31	$25,333
Other New York	-	---	---	3	20-23	$21,000	16	17-26	$21,938
NORTH CAROLINA									
Raleigh	-	---	---	1	19-19	$19,000	-	---	---
Other North Carolina	-	---	---	1	19-19	$19,000	1	18-18	$18,000

PROSECUTION

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
OHIO									
Akron	-	---	---	-	---	---	2	18-18	$18,000
Bowling Green	-	---	---	-	---	---	1	14-14	$14,000
Canton	-	---	---	-	---	---	1	17-17	$17,000
Cincinnati	1	22-22	$22,000	-	---	---	2	16-16	$16,000
Cleveland	1	25-25	$25,000	-	---	---	3	19-24	$22,333
Cleveland Heights	-	---	---	-	---	---	1	19-19	$19,000
Columbus	-	---	---	3	14-18	$15,667	1	18-18	$18,000
Dayton	-	---	---	-	---	---	3	17-18	$17,333
Hamilton	-	---	---	-	---	---	1	20-20	$20,000
Toledo	-	---	---	-	---	---	1	23-23	$23,000
Zanesville	-	---	---	-	---	---	1	17-17	$17,000
Other Ohio	-	---	---	-	---	---	1	15-15	$15,000
OKLAHOMA									
Enid	-	---	---	-	---	---	1	21-21	$21,000
Lawton	-	---	---	2	24-24	$24,000	-	---	---
Oklahoma City	-	---	---	6	24-30	$25,667	-	---	---
Shawnee	-	---	---	1	24-24	$24,000	-	---	---
Other Oklahoma	-	---	---	2	21-29	$25,000	-	---	---
OREGON									
Portland	-	---	---	-	---	---	4	19-22	$20,000
Salem	-	---	---	-	---	---	1	20-20	$20,000
PENNSYLVANIA									
Allentown	-	---	---	-	---	---	1	17-17	$17,000
Norristown	-	---	---	-	---	---	1	15-15	$15,000
Philadelphia	1	25-25	$25,000	2	22-22	$22,000	2	22-22	$22,000
Pittsburgh	1	25-25	$25,000	2	19-22	$20,500	2	21-21	$21,000
Other Pennsylvania	-	---	---	-	---	---	3	13-15	$14,333
RHODE ISLAND									
Providence	-	---	---	2	20-20	$20,000	-	---	---
SOUTH CAROLINA									
Charleston	-	---	---	2	18-19	$18,500	1	16-16	$16,000
Columbia	-	---	---	1	19-19	$19,000	2	16-17	$16,500
Florence	-	---	---	1	19-19	$19,000	-	---	---
SOUTH DAKOTA									
Sioux Falls	-	---	---	1	19-19	$19,000	-	---	---

PROSECUTION

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
TENNESSEE									
Jackson	-	---	---	1	16-16	$16,000	-	---	---
Memphis	-	---	---	1	20-20	$20,000	-	---	---
TEXAS									
Abilene	-	---	---	-	---	---	1	19-19	$19,000
Amarillo	-	---	---	-	---	---	1	26-26	$26,000
Arlington	-	---	---	-	---	---	2	23-24	$23,500
Beaumont	-	---	---	1	26-26	$26,000	1	28-28	$28,000
Bryan	-	---	---	-	---	---	2	24-24	$24,000
Corpus Christi	-	---	---	-	---	---	1	27-27	$27,000
Dallas	-	---	---	1	25-25	$25,000	3	24-25	$24,667
Denton	-	---	---	-	---	---	1	19-19	$19,000
El Paso	-	---	---	-	---	---	1	20-20	$20,000
Fort Worth	-	---	---	1	29-29	$29,000	3	22-29	$26,333
Houston	-	---	---	3	24-26	$24,667	9	24-36	$27,222
Lubbock	-	---	---	-	---	---	2	19-21	$20,000
San Angelo	-	---	---	-	---	---	1	21-21	$21,000
San Antonio	-	---	---	-	---	---	4	26-28	$27,500
Victoria	-	---	---	-	---	---	1	19-19	$19,000
Other Texas	-	---	---	1	26-26	$26,000	8	21-28	$23,750
UTAH									
Orem	-	---	---	-	---	---	1	18-18	$18,000
VIRGINIA									
Lynchburg	-	---	---	2	18-18	$18,000	-	---	---
Virginia Beach	-	---	---	2	20-22	$21,000	-	---	---
WASHINGTON									
Bellingham	-	---	---	1	21-21	$21,000	-	---	---
Olympia	-	---	---	1	22-22	$22,000	-	---	---
Seattle	1	20-20	$20,000	-	---	---	5	12-22	$19,400
Other Washington	-	---	---	-	---	---	1	18-18	$18,000
WEST VIRGINIA									
Charleston	-	---	---	5	19-19	$19,000	-	---	---
Morgantown	-	---	---	-	---	---	1	5-5	$5,000
Other West Virginia	-	---	---	1	19-19	$19,000	-	---	---
WISCONSIN									
Eau Claire	-	---	---	-	---	---	1	20-20	$20,000
Milwaukee	-	---	---	-	---	---	4	21-21	$21,000
Sheboygan	-	---	---	-	---	---	1	20-20	$20,000
Other Wisconsin	-	---	---	-	---	---	1	19-19	$19,000

PUBLIC DEFENDER

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ALASKA									
Anchorage	-	-	-	1	19-19	$19,000	-	-	-
ARIZONA									
Phoenix	-	-	-	-	-	-	1	20-20	$20,000
CALIFORNIA									
San Diego	1	24-24	$24,000	-	-	-	-	-	-
San Jose	-	-	-	-	-	-	1	25-25	$25,000
Santa Ana	-	-	-	-	-	-	1	18-18	$18,000
Vallejo	-	-	-	-	-	-	1	18-18	$18,000
Ventura	-	-	-	-	-	-	1	25-25	$25,000
COLORADO									
Denver	-	-	-	3	21-23	$21,667	-	-	-
CONNECTICUT									
Hartford	-	-	-	1	29-29	$29,000	-	-	-
DISTRICT OF COLUMBIA									
Washington	-	-	-	1	24-24	$24,000	1	24-24	$24,000
FLORIDA									
Clearwater	-	-	-	2	18-19	$18,500	-	-	-
Fort Lauderdale	-	-	-	2	19-20	$19,500	1	20-20	$20,000
Fort Pierce	-	-	-	4	15-18	$16,500	-	-	-
Jacksonville	-	-	-	1	19-19	$19,000	-	-	-
Melbourne	1	21-21	$21,000	6	17-21	$19,167	-	-	-
Ocala	-	-	-	1	18-18	$18,000	-	-	-
Orlando	-	-	-	2	16-19	$17,500	-	-	-
Pensacola	-	-	-	1	20-20	$20,000	-	-	-
Pompano Beach	-	-	-	1	20-20	$20,000	-	-	-
Sarasota	-	-	-	-	-	-	1	23-23	$23,000
St. Petersburg	-	-	-	1	18-18	$18,000	-	-	-
Tampa	-	-	-	1	16-16	$16,000	1	16-16	$16,000
Other	-	-	-	7	15-18	$16,857	-	-	-
GEORGIA									
Athens	-	-	-	1	17-17	$17,000	-	-	-
HAWAII									
Honolulu	-	-	-	4	20-20	$20,000	-	-	-
ILLINOIS									
Chicago	-	-	-	-	-	-	1	20-20	$20,000
Urbana	-	-	-	-	-	-	1	18-18	$18,000
Waukegan	-	-	-	-	-	-	1	20-20	$20,000
Other	-	-	-	4	17-19	$17,750	-	-	-

PUBLIC DEFENDER

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
INDIANA									
Hammond	-	-	-	6	20-20	$20,000	-	-	-
Kokomo	-	-	-	-	-	-	1	22-22	$22,000
Muncie	-	-	-	-	-	-	1	20-20	$20,000
IOWA									
Mason City	-	-	-	-	-	-	1	17-17	$17,000
KENTUCKY									
Louisville	-	-	-	-	-	-	2	14-14	$14,000
LOUISIANA									
New Orleans	1	21-21	$21,000	-	-	-	-	-	-
MARYLAND									
Baltimore	1	11-11	$11,000	1	15-15	$15,000	1	17-17	$17,000
MASSACHUSETTS									
Springfield	-	-	-	1	22-22	$22,000	-	-	-
MICHIGAN									
Detroit	-	-	-	1	16-16	$16,000	1	16-16	$16,000
MINNESOTA									
Minneapolis	1	19-19	$19,000	-	-	-	1	16-16	$16,000
MISSOURI									
St. Joseph	-	-	-	1	18-18	$18,000	3	19-20	$19,333
NEW HAMPSHIRE									
Manchester	-	-	-	1	15-15	$15,000	-	-	-
Other	-	-	-	1	15-15	$15,000	-	-	-
NEW JERSEY									
East Orange	-	-	-	8	17-22	$21,375	-	-	-
Trenton	-	-	-	1	21-21	$21,000	-	-	-
NEW MEXICO									
Hobbs	-	-	-	1	18-18	$18,000	-	-	-
NEW YORK									
New York	1	20-20	$20,000	1	22-22	$22,000	8	18-22	$20,875
Rochester	-	-	-	-	-	-	2	22-23	$22,500
Troy	-	-	-	-	-	-	1	13-13	$13,000
Other	-	-	-	1	23-23	$23,000	2	17-20	$18,500

PUBLIC DEFENDER

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
NORTH CAROLINA									
Charlotte	-	-	-	2	16-16	$16,000	1	17-17	$17,000
OHIO									
Akron	-	-	-	-	-	-	1	7-7	$7,000
Canton	-	-	-	-	-	-	1	15-15	$15,000
Cleveland	-	-	-	-	-	-	1	22-22	$22,000
Columbus	-	-	-	-	-	-	3	14-14	$14,000
OKLAHOMA									
Norman	-	-	-	1	22-22	$22,000	-	-	-
Oklahoma City	-	-	-	1	19-19	$19,000	1	24-24	$24,000
OREGON									
Portland	-	-	-	-	-	-	1	14-14	$14,000
PENNSYLVANIA									
Philadelphia	-	-	-	-	-	-	4	22-22	$22,000
Other	-	-	-	1	17-17	$17,000	1	16-16	$16,000
SOUTH CAROLINA									
Charleston	-	-	-	-	-	-	1	13-13	$13,000
Columbia	-	-	-	-	-	-	2	18-18	$18,000
Spartanburg	-	-	-	-	-	-	1	18-18	$18,000
Other	-	-	-	-	-	-	2	16-20	$18,000
WASHINGTON									
Everett	-	-	-	-	-	-	1	15-15	$15,000
Seattle	-	-	-	-	-	-	3	15-16	$15,333
Spokane	-	-	-	1	19-19	$19,000	-	-	-
Tacoma	-	-	-	-	-	-	1	18-18	$18,000
WEST VIRGINIA									
Other	-	-	-	1	22-22	$22,000	-	-	-
WISCONSIN									
Kenosha	-	-	-	1	19-19	$19,000	-	-	-
Milwaukee	-	-	-	3	19-23	$21,333	-	-	-
Oshkosh	-	-	-	1	19-19	$19,000	-	-	-

OTHER GOVERNMENT (not federal, state, or local)

STATE/CITY	ADMINISTRATIVE AGENCY			JUDICIAL CLERKSHIP			MILITARY			PROSECUTION			PUBLIC DEFENDER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ARKANSAS															
Little Rock	---	---	---	1	18-18	$18,000	---	---	---	---	---	---	---	---	---
CALIFORNIA															
Redwood City*	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Other California	---	---	---	---	---	---	1	20-20	$20,000	---	---	---	---	---	---
DISTRICT OF COLUMBIA															
Washington*	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
ILLINOIS															
Chicago	---	---	---	---	---	---	---	---	---	3	18-20	$18,667	---	---	---
Wheaton	---	---	---	---	---	---	---	---	---	1	22-22	22,000	---	---	---
IOWA															
Other Iowa	---	---	---	---	---	---	---	---	---	1	15-15	15,000	---	---	---
MASSACHUSETTS															
Dedham	---	---	---	---	---	---	---	---	---	2	18-18	18,000	---	---	---
MISSOURI															
St. Joseph	---	---	---	---	---	---	---	---	---	1	18-18	18,000	---	---	---
MONTANA															
Other Montana*	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
NEW JERSEY															
Camden	---	---	---	---	---	---	---	---	---	1	21-21	21,000	---	---	---
Hackensack	---	---	---	1	16-16	16,000	---	---	---	---	---	---	---	---	---
Jersey City*	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Montclair	---	---	---	---	---	---	---	---	---	2	24-27	25,500	---	---	---
Other New Jersey	---	---	---	---	---	---	---	---	---	1	21-21	21,000	---	---	---
NEW MEXICO															
Albuquerque*	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
NEW YORK															
New York	---	---	---	---	---	---	---	---	---	4	20-23	21,750	1	22-22	$22,000
OHIO															
Cincinnati	---	---	---	---	---	---	---	---	---	1	16-16	16,000	---	---	---
Middletown	---	---	---	---	---	---	---	---	---	1	16-16	16,000	---	---	---
OKLAHOMA															
Oklahoma City	---	---	---	---	---	---	---	---	---	---	---	---	1	19-19	19,000

OTHER GOVERNMENT (not federal, state, or local)

STATE/CITY	ADMINISTRATIVE AGENCY			JUDICIAL CLERKSHIP			MILITARY			PROSECUTION			PUBLIC DEFENDER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
PENNSYLVANIA															
Harrisburg*	---	---	---	5	16-17	$16,200	---	---	---	---	---	---	---	---	---
Norristown	---	---	---	3	15-16	15,667	---	---	---	---	---	---	---	---	---
Philadelphia	---	---	---	1	20-20	20,000	---	---	---	2	22-22	$22,000	1	22-22	$22,000
Reading	---	---	---	1	16-16	16,000	---	---	---	---	---	---	---	---	---
Scranton	---	---	---	1	16-16	16,000	---	---	---	---	---	---	---	---	---
Wilkes-Barre*	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Williamsport	---	---	---	---	---	---	---	---	---	---	---	---	1	16-16	16,000
York	---	---	---	1	15-15	15,000	---	---	---	---	---	---	---	---	---
Other Pennsylvania	---	---	---	11	12-17	13,818	---	---	---	---	---	---	---	---	---
VIRGINIA															
Norfolk*	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
WASHINGTON															
Tacoma	---	---	---	1	21-21	21,000	---	---	---	---	---	---	---	---	---
WEST VIRGINIA															
Charleston	---	---	---	---	---	---	---	---	---	1	16-16	16,000	---	---	---
Other West Virginia	---	---	---	---	---	---	---	---	---	2	16-17	16,500	---	---	---
FOREIGN															
Virgin Islands	---	---	---	1	22-22	22,000	---	---	---	---	---	---	---	---	---

*NOTE: The following cities had government positions which were not identified although salaries were listed:

CALIFORNIA - Redwood City	1	22-22	$22,000
DISTRICT OF COLUMBIA - Washington	1	25-25	25,000
MONTANA - Other Montana	2	18-19	18,500
NEW JERSEY - Jersey City	1	17-17	17,000
NEW MEXICO - Albuquerque	1	50-50	50,000
PENNSYLVANIA - Harrisburg	1	18-18	18,000
Wilkes-Barre	1	16-16	16,000
VIRGINIA - Norfolk	1	8-8	8,000

GOVERNMENT AREA NOT IDENTIFIED

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ALABAMA									
Birmingham	2	28-28	$28,000	-	-	-	-	-	-
Montgomery	-	-	-	1	28-28	$28,000	-	-	-
ARIZONA									
Phoenix	-	-	-	2	9-12	$10,500	1	13-13	$13,000
Yuma	-	-	-	-	-	-	1	26-26	$26,000
Other	1	23-23	$23,000	-	-	-	-	-	-
ARKANSAS									
Little Rock	-	-	-	2	19-21	$20,000	-	-	-
CALIFORNIA									
Los Angeles	2	21-23	$22,000	-	-	-	-	-	-
San Diego	-	-	-	-	-	-	2	18-42	$30,000
San Francisco	2	24-25	$24,500	-	-	-	1	29-29	$29,000
San Jose	-	-	-	-	-	-	1	32-32	$32,000
Santa Ana	-	-	-	-	-	-	1	19-19	$19,000
COLORADO									
Denver	3	16-24	$20,667	1	17-17	$17,000	-	-	-
CONNECTICUT									
Danbury	-	-	-	1	17-17	$17,000	-	-	-
Hartford	-	-	-	8	17-22	$18,250	1	18-18	$18,000
New Britain	-	-	-	1	17-17	$17,000	1	27-27	$27,000
New Haven	-	-	-	2	13-17	$15,000	-	-	-
West Haven	-	-	-	1	25-25	$25,000	-	-	-
Other	-	-	-	2	15-20	$17,500	-	-	-
DELAWARE									
Wilmington	-	-	-	1	24-24	$24,000	-	-	-
DISTRICT OF COLUMBIA									
Washington	44	14-63	$27,114	-	-	-	1	27-27	$27,000
FLORIDA									
Coral Springs	-	-	-	1	18-18	$18,000	-	-	-
Delray Beach	-	-	-	-	-	-	1	20-20	$20,000
Fort Myers	-	-	-	-	-	-	1	18-18	$18,000
Melbourne	-	-	-	-	-	-	3	30-34	$32,333
North Miami	-	-	-	-	-	-	1	10-10	$10,000
North Miami Beach	-	-	-	-	-	-	1	22-22	$22,000
Orlando	-	-	-	-	-	-	1	20-20	$20,000
Tallahassee	-	-	-	5	15-30	$21,200	-	-	-
Tampa	-	-	-	2	14-21	$17,500	1	18-18	$18,000
West Palm Beach	-	-	-	-	-	-	1	17-17	$17,000

GOVERNMENT AREA NOT IDENTIFIED

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
GEORGIA									
Atlanta	-	-	-	-	-	-	2	18-19	$18,500
Other	-	-	-	-	-	-	1	15-15	$15,000
HAWAII									
Honolulu	-	-	-	3	21-22	$21,333	-	-	-
IDAHO									
Boise City	-	-	-	1	18-18	$18,000	-	-	-
ILLINOIS									
Chicago	-	-	-	3	20-37	$27,000	7	20-52	$28,143
Decatur	-	-	-	-	-	-	1	15-15	$15,000
De Kalb	-	-	-	1	17-17	$17,000	-	-	-
Springfield	-	-	-	4	16-25	$19,000	-	-	-
Other	-	-	-	1	20-20	$20,000	-	-	-
INDIANA									
Hammond	1	25-25	$25,000	7	16-25	$19,286	-	-	-
Other	-	-	-	1	39-39	$39,000	-	-	-
IOWA									
Des Moines	-	-	-	1	15-15	$15,000	1	15-15	$15,000
Iowa City	-	-	-	-	-	-	1	15-15	$15,000
Mason City	1	25-25	$25,000	-	-	-	-	-	-
KANSAS									
Kansas City	1	23-23	$23,000	-	-	-	-	-	-
Topeka	-	-	-	2	20-22	$21,000	-	-	-
Other	-	-	-	-	-	-	1	12-12	$12,000
KENTUCKY									
Louisville	-	-	-	-	-	-	1	24-24	$24,000
LOUISIANA									
Baton Rouge	-	-	-	1	24-24	$24,000	-	-	-
MARYLAND									
Annapolis	-	-	-	4	17-22	$19,250	-	-	-
Baltimore	-	-	-	-	-	-	1	15-15	$15,000
Bethesda	1	35-35	$35,000	-	-	-	-	-	-
Other	-	-	-	-	-	-	1	26-26	$26,000
MASSACHUSETTS									
Boston	1	22-22	$22,000	3	8-19	$14,333	-	-	-
Springfield	1	21-21	$21,000	1	23-23	$23,000	-	-	-
Waltham	-	-	-	-	-	-	1	8-8	$8,000
Watertown	-	-	-	-	-	-	1	30-30	$30,000
Weymouth	-	-	-	1	30-30	$30,000	-	-	-
Worcester	-	-	-	1	34-34	$34,000	-	-	-

GOVERNMENT AREA NOT IDENTIFIED

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
MICHIGAN									
Dearborn	-	-	-	-	-	-	1	25-25	$25,000
Detroit	-	-	-	2	18-25	$21,500	4	19-30	$25,500
Grand Rapids	-	-	-	1	25-25	$25,000	-	-	-
Lansing	-	-	-	1	25-25	$25,000	-	-	-
Lincoln Park	1	15-15	$15,000	-	-	-	1	24-24	$24,000
Pontiac	-	-	-	-	-	-	1	31-31	$31,000
Royal Oak	-	-	-	-	-	-	1	28-28	$28,000
Warren	-	-	-	-	-	-	1	35-35	$35,000
MINNESOTA									
Minneapolis	-	-	-	-	-	-	1	36-36	$36,000
St. Paul	1	13-13	$13,000	4	24-38	$30,250	-	-	-
MISSISSIPPI									
Jackson	-	-	-	1	14-14	$14,000	-	-	-
MISSOURI									
Jefferson City	-	-	-	1	19-19	$19,000	-	-	-
St. Joseph	-	-	-	1	20-20	$20,000	-	-	-
NEBRASKA									
Lincoln	-	-	-	1	15-15	$15,000	-	-	-
Omaha	1	21-21	$21,000	1	17-17	$17,000	-	-	-
NEVADA									
Carson City	-	-	-	1	24-24	$24,000	-	-	-
NEW JERSEY									
Montclair	-	-	-	1	23-23	$23,000	-	-	-
Paterson	-	-	-	-	-	-	1	25-25	$25,000
Trenton	-	-	-	8	18-22	$19,000	-	-	-
Other	-	-	-	-	-	-	1	35-35	$35,000
NEW MEXICO									
Roswell	-	-	-	1	17-17	$17,000	-	-	-
NEW YORK									
Albany	-	-	-	2	25-34	$29,500	-	-	-
Buffalo	-	-	-	-	-	-	3	20-26	$23,667
New York	-	-	-	5	25-68	$37,000	24	17-40	$25,125
Rochester	-	-	-	-	-	-	1	30-30	$30,000
Yonkers	-	-	-	-	-	-	1	21-21	$21,000
Other	-	-	-	-	-	-	1	24-24	$24,000
NORTH CAROLINA									
Ashville	1	24-24	$24,000	-	-	-	-	-	-
Chapel Hill	-	-	-	1	24-24	$24,000	-	-	-
Raleigh	-	-	-	2	18-20	$19,000	-	-	-

GOVERNMENT AREA NOT IDENTIFIED

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
NORTH DAKOTA									
Bismarck	-	-	-	1	22-22	$22,000	-	-	-
OHIO									
Akron	-	-	-	1	22-22	$22,000	-	-	-
Cincinnati	1	30-30	$30,000	-	-	-	-	-	-
Cleveland	3	20-35	$28,333	2	16-37	$26,500	4	10-30	$19,250
Columbus	-	-	-	17	16-22	$18,059	1	18-18	$18,000
Dayton	2	20-28	$24,000	-	-	-	-	-	-
Toledo	-	-	-	-	-	-	2	17-20	$18,500
OKLAHOMA									
Oklahoma City	-	-	-	2	21-21	$21,000	1	25-25	$25,000
Other	-	-	-	-	-	-	1	21-21	$21,000
OREGON									
Portland	1	30-30	$30,000	-	-	-	2	18-19	$18,500
Salem	-	-	-	1	20-20	$20,000	-	-	-
PENNSYLVANIA									
Harrisburg	-	-	-	5	19-23	$21,000	-	-	-
Lancaster	-	-	-	-	-	-	1	17-17	$17,000
Philadelphia	3	15-26	$21,667	1	18-18	$18,000	3	20-35	$25,000
Pittsburgh	1	24-24	$24,000	-	-	-	-	-	-
Other	-	-	-	2	15-23	$19,000	1	17-17	$17,000
RHODE ISLAND									
Coventry	-	-	-	1	40-40	$40,000	-	-	-
SOUTH CAROLINA									
Columbia	-	-	-	2	19-19	$19,000	-	-	-
Greenville	-	-	-	-	-	-	1	19-19	$19,000
Other	1	23-23	$23,000	-	-	-	1	19-19	$19,000
TENNESSEE									
Johnson City	1	16-16	$16,000	-	-	-	-	-	-
TEXAS									
El Paso	1	28-28	$28,000	-	-	-	-	-	-
Houston	1	25-25	$25,000	-	-	-	1	23-23	$23,000
Killeen	-	-	-	-	-	-	1	23-23	$23,000
Other	1	26-26	$26,000	1	20-20	$20,000	1	15-15	$15,000
UTAH									
Orem	-	-	-	-	-	-	1	29-29	$29,000
VERMONT									
Other	-	-	-	1	27-27	$27,000	-	-	-

GOVERNMENT AREA NOT IDENTIFIED

STATE/CITY	FEDERAL GOVERNMENT			STATE GOVERNMENT			LOCAL GOVERNMENT		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
VIRGINIA									
Alexandria	1	34-34	$34,000	-	-	-	-	-	-
Richmond	1	36-36	$36,000	1	19-19	$19,000	-	-	-
Other	5	27-29	$28,000	-	-	-	1	36-36	$36,000
WASHINGTON									
Olympia	-	-	-	1	21-21	$21,000	-	-	-
Seattle	-	-	-	1	20-20	$20,000	1	18-18	$18,000
Spokane	-	-	-	1	21-21	$21,000	-	-	-
WISCONSIN									
Madison	-	-	-	2	19-22	$20,500	-	-	-
Milwaukee	1	22-22	$22,000	-	-	-	1	24-24	$24,000

PUBLIC INTEREST ORGANIZATIONS

STATE/CITY	LEGAL SERVICES (CIVIL)			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ALABAMA						
Birmingham	---	---	---	1	5-5	$ 5,000
Huntsville	2	14-17	$15,500	---	---	---
ALASKA						
Anchorage	1	20-20	20,000	---	---	---
Fairbanks	1	20-20	20,000	---	---	---
Kenai						
Pennisula Borough	1	22-22	22,000	---	---	---
ARIZONA						
Other Arizona	1	24-24	24,000	---	---	---
ARKANSAS						
Little Rock	1	16-16	16,000	---	---	---
CALIFORNIA						
Long Beach	---	---	---	1	12-12	12,000
Los Angeles	1	15-15	15,000	3	12-22	18,667
Palo Alto	1	14-14	14,000	---	---	---
Sacramento	1	21-21	21,000	2	15-18	16,500
San Diego	---	---	---	1	24-24	24,000
San Francisco	1	16-16	16,000	---	---	---
San Jose	---	---	---	1	20-20	20,000
Santa Ana	1	14-14	14,000	---	---	---
COLORADO						
Boulder	1	25-25	25,000	---	---	---
Denver	---	---	---	2	12-20	16,000
CONNECTICUT						
Hartford	1	17-17	17,000	---	---	---
New Haven	1	15-15	15,000	1	20-20	20,000
Stamford	1	14-14	14,000	---	---	---
Other Connecticut	---	---	---	1	16-16	16,000
DELAWARE						
Other Delaware	1	15-15	15,000	---	---	---
DISTRICT OF COLUMBIA						
Washington	3	17-25	20,000	18	12-26	17,389

STATE/CITY	LEGAL SERVICES (CIVIL)			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Thousands	Salary Range in Thousands	Average Salary
FLORIDA						
Cape Coral	1	17-17	$17,000	---	---	---
Fort Lauderdale	1	14-14	14,000	---	---	---
Melbourne	2	15-16	15,500	1	18-18	$18,000
North Miami Beach	---	---	---	1	30-30	30,000
Panama City	1	15-15	15,000	---	---	---
Tallahassee	1	15-15	15,000	---	---	---
Tampa	1	16-16	16,000	---	---	---
West Palm Beach	1	14-14	14,000	---	---	---
Other Florida	5	16-18	16,800	---	---	---
GEORGIA						
Albany	1	13-13	13,000	---	---	---
Atlanta	4	13-25	17,000	1	17-17	17,000
Macon	2	13-13	13,000	---	---	---
Other Georgia	2	12-14	13,000	---	---	---
HAWAII						
Honolulu	---	---	---	1	12-12	12,000
IDAHO						
Lewiston	1	15-15	15,000	---	---	---
ILLINOIS						
Chicago	3	17-18	17,333	3	18-34	26,333
East St. Louis	1	19-19	19,000	---	---	---
Normal	1	22-22	22,000	---	---	---
Peoria	1	14-14	14,000	---	---	---
Rockford	1	18-18	18,000	---	---	---
INDIANA						
Fort Wayne	---	---	---	1	33-33	33,000
Hammond	2	18-20	19,000	---	---	---
Kokomo	1	20-20	20,000	---	---	---
IOWA						
Des Moines	---	---	---	1	19-19	19,000
Other Iowa	1	15-15	15,000	---	---	---
KANSAS						
Topeka	1	16-16	16,000	---	---	---
KENTUCKY						
Covington	1	12-12	12,000	---	---	---
Other Kentucky	5	12-15	14,200	1	13-13	13,000

PUBLIC INTEREST ORGANIZATIONS

STATE/CITY	LEGAL SERVICES (CIVIL)			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
LOUISIANA						
New Orleans	1	17-17	$17,000	1	13-13	$13,000
Shreveport	1	20-20	20,000	---	---	---
MAINE						
Other Maine	1	15-15	15,000	---	---	---
MARYLAND						
Baltimore	1	11-11	11,000	2	15-16	15,500
Other Maryland	1	14-14	14,000	---	---	---
MASSACHUSETTS						
Boston	---	---	---	8	12-30	19,750
Lynn	1	16-16	16,000	---	---	---
Waltham	---	---	---	1	22-22	22,000
Worcester	3	12-16	14,333	---	---	---
MICHIGAN						
Detroit	1	16-16	16,000	---	---	---
Flint	1	15-15	15,000	---	---	---
Midland	1	15-15	15,000	---	---	---
Muskegon	1	13-13	13,000	---	---	---
Port Huron	1	16-16	16,000	---	---	---
Royal Oak	1	15-15	15,000	---	---	---
Other Michigan	1	15-15	15,000	---	---	---
MINNESOTA						
Bloomington	---	---	---	1	38-38	38,000
Minneapolis	1	15-15	15,000	2	15-31	23,000
St. Paul	1	16-16	16,000	1	18-18	18,000
Other Minnesota	2	15-15	15,000	---	---	---
MISSISSIPPI						
Biloxi	1	15-15	15,000	---	---	---
Other Mississippi	1	15-15	15,000	---	---	---
MISSOURI						
Columbia	1	14-14	14,000	---	---	---
St. Joseph	2	17-19	18,000	---	---	---
Springfield	1	14-14	14,000	---	---	---
MONTANA						
Billings	1	18-18	18,000	---	---	---
Other Montana	2	18-18	18,000	---	---	---

STATE/CITY	LEGAL SERVICES (CIVIL)			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Thousands	Salary Range in Thousands	Average Salary
NEW HAMPSHIRE						
Concord	---	---	---	2	15-19	$17,000
Manchester	1	15-15	$15,000	---	---	---
NEW JERSEY						
Montclair	1	17-17	17,000	---	---	---
NEW MEXICO						
Albuquerque	1	18-18	18,000	1	19-19	19,000
Carlsbad	1	17-17	17,000	---	---	---
Las Cruces	1	16-16	16,000	---	---	---
Roswell	---	---	---	1	15-15	15,000
NEW YORK						
Albany	1	18-18	18,000	---	---	---
Buffalo	1	15-15	15,000	---	---	---
New York	14	15-22	19,857	21	18-25	21,000
Rochester	2	14-18	16,000	---	---	---
Utica	1	16-16	16,000	---	---	---
Watertown	1	14-14	14,000	---	---	---
Other New York	1	17-17	17,000	1	17-17	17,000
NORTH CAROLINA						
Asheville	1	15-15	15,000	---	---	---
Other North Carolina	1	15-15	15,000	---	---	---
OHIO						
Cleveland	1	19-19	19,000	1	12-12	12,000
Columbus	1	18-18	18,000	---	---	---
Dayton	1	17-17	17,000	---	---	---
Findlay	1	15-15	15,000	---	---	---
Other Ohio	1	15-15	15,000	---	---	---
OKLAHOMA						
Oklahoma City	3	16-21	18,333	---	---	---
Other Oklahoma	2	16-16	16,000	---	---	---
OREGON						
Portland	1	15-15	15,000	---	---	---
Salem	1	16-16	16,000	---	---	---
Other Oregon	---	---	---	1	16-16	16,000

PUBLIC INTEREST ORGANIZATIONS

STATE/CITY	LEGAL SERVICES (CIVIL)			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
PENNSYLVANIA						
Philadelphia	1	21-21	$21,000	1	22-22	$22,000
Pittsburgh	1	15-15	$15,000	-	-	-
Other Pennsylvania	1	15-15	$15,000	-	-	-
SOUTH CAROLINA						
Columbia	1	15-15	$15,000	-	-	-
Rock Hill	1	17-17	$17,000	-	-	-
Spartanburg	1	17-17	$17,000	-	-	-
Other South Carolina	2	14-15	$14,500	-	-	-
SOUTH DAKOTA						
Other South Dakota	2	15-15	$15,000	-	-	-
TENNESSEE						
Memphis	1	14-14	$14,000	-	-	-
Oak Ridge	1	15-15	$15,000	-	-	-
Other Tennessee	2	16-16	$16,000	-	-	-
TEXAS						
Arlington	-	-	-	1	21-21	$21,000
Corpus Christi	1	18-18	$18,000	-	-	-
Harlingen	1	13-13	$13,000	-	-	-
Nacogdoches	1	10-10	$10,000	-	-	-
San Antonio	2	18-26	$22,000	-	-	-
UTAH						
Ogden	1	16-16	$16,000	-	-	-
Provo	2	17-18	$17,500	-	-	-
VIRGINIA						
Norfolk	1	18-18	$18,000	-	-	-
Roanoke	1	13-13	$13,000	-	-	-
Other Virginia	1	13-13	$13,000	1	18-18	$18,000
WASHINGTON						
Seattle	-	-	-	3	10-16	$13,667
Spokane	1	14-14	$14,000	-	-	-
Other Washington	1	13-13	$13,000	-	-	-
WEST VIRGINIA						
Other West Virginia	2	14-15	$14,500	-	-	-
WISCONSIN						
Madison	-	-	-	1	18-18	$18,000
Milwaukee	1	16-16	$16,000	-	-	-
Waukesha	1	15-15	$15,000	-	-	-
FOREIGN						
Puerto Rico	-	-	-	1	10-10	$10,000

ACADEMIC

STATE/CITY	LAW SCHOOL FACULTY, ADMINISTRATION, LAW LIBRARIAN			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
ARKANSAS						
Jonesboro	1	25-25	$25,000	-	-	-
CALIFORNIA						
Bakersfield	2	15-30	$22,500	-	-	-
Chula Vista	1	14-14	$14,000	-	-	-
Los Angeles	-	-	-	1	36-36	$36,000
Palo Alto	-	-	-	1	22-22	$22,000
San Diego	1	20-20	$20,000	1	34-34	$34,000
Santa Clara	1	21-21	$21,000	-	-	-
Other California	2	15-28	$21,500	-	-	-
COLORADO						
Denver	1	19-19	$19,000	-	-	-
CONNECTICUT						
Bridgeport	1	32-32	$32,000	-	-	-
Hartford	1	36-36	$36,000	-	-	-
New Haven	-	-	-	1	24-24	$24,000
Stamford	-	-	-	1	22-22	$22,000
West Hartford	1	21-21	$21,000	-	-	-
Other Connecticut	-	-	-	1	28-28	$28,000
DISTRICT OF COLUMBIA						
Washington	3	13-25	$17,000	4	17-30	$23,250
FLORIDA						
Riviera Beach	-	-	-	1	19-19	$19,000
GEORGIA						
Athens	1	15-15	$15,000	-	-	-
Atlanta	1	32-32	$32,000	-	-	-
Macon	1	16-16	$16,000	-	-	-
ILLINOIS						
Champaign	1	16-16	$16,000	-	-	-
Chicago	5	18-26	$20,200	7	20-46	$27,429
Waukegan	-	-	-	1	21-21	$21,000
Other Illinois	-	-	-	1	35-35	$35,000
INDIANA						
Bloomington	2	17-17	$17,000	-	-	-
Hammond	1	17-17	$17,000	-	-	-
Other Indiana	-	-	-	1	23-23	$23,000
IOWA						
Cedar Falls	1	27-27	$27,000	-	-	-
Cedar Rapids	-	-	-	1	29-29	$29,000
KENTUCKY						
Bowling Green	-	-	-	1	28-28	$28,000
Covington	-	-	-	1	19-19	$19,000
Lexington-Fayette	-	-	-	1	15-15	$15,000
Louisville	-	-	-	3	25-42	$31,667
Other Kentucky	-	-	-	1	30-30	$30,000
LOUISIANA						
New Orleans	1	14-14	$14,000	-	-	-
MARYLAND						
Other Maryland	-	-	-	2	12-23	$17,500
MASSACHUSETTS						
Amhearst	-	-	-	1	25-25	$25,000
Boston	4	17-24	$19,250	1	34-34	$34,000
Needham	-	-	-	1	12-12	$12,000
Springfield	1	35-35	$35,000	1	32-32	$32,000
Worcester	-	-	-	3	22-26	$24,667
MICHIGAN						
Detroit	2	16-26	$21,000	-	-	-
Other Michigan	-	-	-	2	24-40	$32,000
MINNESOTA						
Minneapolis	-	-	-	3	24-40	$31,333
St. Paul	2	20-25	$22,500	1	25-25	$25,000
NEW HAMPSHIRE						
Concord	1	35-35	$35,000	-	-	-
Other New Hampshire	-	-	-	1	27-27	$27,000
NEW JERSEY						
West New York	-	-	-	1	25-25	$25,000
NEW YORK						
Buffalo	-	-	-	3	16-50	$32,000
Hicksville	-	-	-	1	30-30	$30,000
New York	-	-	-	6	23-31	$28,500
Watertown	1	22-22	$22,000	-	-	-
Other New York	1	28-28	$28,000	4	17-41	$27,500

ACADEMIC

STATE/CITY	LAW SCHOOL FACULTY, ADMINISTRATION, LAW LIBRARIAN			OTHER		
	# of Attorneys Responding	Salary Range in Thousands	Average Salary	# of Attorneys Responding	Salary Range in Thousands	Average Salary
NORTH CAROLINA						
Winston-Salem	–	–	–	1	27-27	$27,000
OHIO						
Bowling Green	–	–	–	1	23-23	$23,000
Cincinnati	1	20-20	$20,000	1	36-36	$36,000
Cleveland	–	–	–	1	52-52	$52,000
Columbus	1	18-18	$18,000	1	22-22	$22,000
Hamilton	1	25-25	$25,000	–	–	–
Springfield	–	–	–	1	25-25	$25,000
Toledo	1	17-17	$17,000	1	46-46	$46,000
Other Ohio	3	15-37	$22,333	–	–	–
OREGON						
Portland	3	19-22	$20,333	1	27-27	$27,000
PENNSYLVANIA						
Philadelphia	2	21-23	$22,000	–	–	–
Pittsburgh	1	19-19	$19,000	–	–	–
Other Pennsylvania	1	16-16	$16,000	1	25-25	$25,000
TENNESSEE						
Knoxville	–	–	–	1	27-27	$27,000
TEXAS						
Houston	1	16-16	$16,000	2	16-49	$32,500
San Antonio	–	–	–	1	40-40	$40,000
UTAH						
Provo	1	32-32	$32,000	–	–	–
VERMONT						
Montpelier	–	–	–	1	13-13	$13,000
Other Vermont	2	15-17	$16,000	1	4-4	$4,000
VIRGINIA						
Other Virginia	–	–	–	1	14-14	$14,000
WASHINGTON						
Seattle	1	19-19	$19,000	–	–	–
WEST VIRGINIA						
Morgantown	–	–	–	1	24-24	$24,000
WISCONSIN						
Milwaukee	1	27-27	$27,000	–	–	–
FOREIGN						
Europe	2	10-18	$14,000	1	7-7	$7,000

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ERRATA

Fall 1985

Dear Friend:

Enclosed is your copy of the NALP Class of 1983 Employment Report and Salary Survey. This report presents data broken down nationally and regionally, as well as over time. It is the most thorough analysis NALP has undertaken. We hope you find it useful.

Please note that throughout the text of the report we have attempted to use the word "respondent" rather than "graduate" in describing the individuals surveyed, since inferences about the data can only be drawn from the population of those who actually responded to the survey. In addition, the first full paragraph on Page 75 should contain the following sentence at the end of the paragraph regarding Table 15: "The relatively higher employment rate reported for non-minority males is not a function of a higher response rate, but is a survey finding which goes beyond a simple differential in response rates; conversely, the lower employment rate for minority respondents is not a function of their lower response rate, but goes beyond a differential in response rates among groups."

This report was prepared by Martha Fay Africa, NALP Research Chair for 1982-84. If you have any questions or comments about this report, please contact her at 689 Santa Rosa, Berkeley, CA 94707; and 1984-86 Research Chair Gary A. Munneke, at P.O. Box 7474, Concord Pike, Wilmington, DE 19803.

Thank you for your cooperation and interest.

Sincerely,

Marty Africa
Martha Fay Africa
Research Chair, 1982-84

Gary A. Munneke
Gary A. Munneke
Research Chair, 1984-86

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